# Stop Campus Hazing

## 1. PURPOSE

This policy establishes the expectations at Northern Pennsylvania Regional College ("NPRC" or the "College") for compliance with the Stop Campus Hazing Act (SCHA).

## 2. SCOPE AND APPLICABILITY

This policy applies to all employees, students, and student organizations.

## 3. REFERENCES

3.1 INDX-1310-01: Master Policy Index

3.2 CLDR-1310: Policy Review Schedule

3.3 INDX-1310-02: Document Naming Key

3.4 Pennsylvania State Law - Act 80 of 2018, the Timothy Piazza Antihazing Law, 18 Pa.C.S.§2809 et seq

3.5 Federal Law - Public Law 118-173-DEC. 23, 2024, "Stop Campus Hazing Act"

3.6 Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), 20 U.S.C. § 1092(f)

3.7 NPRC-5705: Clery Act Compliance

3.8 NPRC-3235 Behavioral Code of Conduct for Students

3.9 PROC-3235-01: Behavioral Code of Conduct for Students

3.10 TEMP-5720-01: Campus Hazing Transparency Report

3.11 TEMP-5720-02: Hazing Prevention Information for Website

## 4. DEFINITIONS

4.1 Stop Campus Hazing Act (SCHA) is a federal law that aims to prevent hazing on college campuses. It requires institutions of higher education that participate in federal student aid programs to report hazing incidents in their Annual Security Reports (ASRs), implement hazing education and prevention programs, and publish hazing transparency reports detailing any violations of hazing policies by student organizations.

4.2 Hazing is defined as any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate.

4.2.1 For the purpose of reporting statistics on hazing incidents, hazing is any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

4.2.1.1 Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

4.2.1.2 Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, including:

4.2.1.2.1 Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

4.2.1.2.2 Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

4.2.1.2.3 Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

4.2.1.2.4 Causing, coercing, or otherwise inducing another person to perform sexual acts;

4.2.1.2.5 Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

4.2.1.2.6 Any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and

4.2.1.2.7 Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law.

4.2.2 Results in destruction or removal of property (theft).

4.3 Annual Security Report – A report containing statistics of Clery Crimes and certain fire safety statistics (as applicable) for the three most recent calendar years, as well as College policy statements and procedures addressing campus security and fire safety (as applicable) within NPRC's Clery Geography.

4.4 A Student Organization (as defined by the Stop Campus Hazing Act) is an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band or

student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

4.5 Campus Hazing Transparency Report is a report summarizing findings concerning any student organization (except that this shall only apply to student organizations that are established or recognized by the institution) found to be in violation of an institution's standards of conduct relating to hazing as defined within this policy.

4.6 Amnesty (defined as safe harbor in the Stop Campus Hazing Act) - legal terms referring to a provision that offers protection from penalties or liability under specific circumstances.

4.7 Reasonable Cause means a person who witnesses hazing or receives a credible written or oral report alleging hazing or potential or planned hazing activity.

4.8 Employee shall mean any individual that acts on behalf of the College on a full-time or part-time capacity as an administrator, staff, or faculty.

4.9 A Student is any individual enrolled in any course(s) of instruction offered by NPRC.

## 5. POLICY

5.1 All incidents of hazing are prohibited and will be addressed and adjudicated in accordance with NPRC-3235: Behavioral Code of Conduct for Students, PROC-3235-01: Behavioral Code of Conduct for Students, and reported to law enforcement.

5.2 Any member of the College community who has been subjected to, witnessed, or obtained knowledge about hazing practices is encouraged to report the details of the incident to the College as soon as possible.

5.2.1 Employees of the College who have a 'reasonable cause' to believe hazing has occurred, must report the incident of concern at the first possible opportunity.

5.3 If hazing behavior constitutes or creates an emergency, call 911.

5.4 Reports of hazing should be reported through the NPRC Website Report a Concern/Complaint.

5.5 Students that, in good faith, report hazing, may be granted amnesty (defined as safe harbor in the Stop Campus Hazing Act) for possible policy violations.

5.5.1 The Director of Student Services, or designee will make the determination as to whether or not, based on the totality of the circumstances, that a student is eligible for amnesty in relation to a report of hazing.

5.6 All initial reports of hazing will be reviewed by the Director of Student Services or designee in collaboration with the Clery Compliance Officer to evaluate each report and determine the next steps.

5.7 Student organizations are responsible for providing hazing education and prevention for their individual organization. Student organizations that do not complete

education, and maintain sufficient documentation of the efforts, are held responsible through appropriate student organizational structures or due process.

5.8 All incidents of hazing will be reported to the Clery Compliance Officer.

5.9 All incidents of hazing will be included in the Annual Security Report (ASR).

5.10 NPRC will publicly publish a Campus Hazing Transparency Report, TEMP-5720-01: Campus Hazing Transparency Report, at least two times annually, prior to the spring semester and fall semester and typically within 14 days of a finding of hazing behavior.

## 6. RESPONSIBILITIES AND TIMELINES

6.1 The Director of Student Services or designee will coordinate with the Clery Compliance Officer, or designee, and student organizations to review and follow this policy.

6.2 The Director of Student Services or designee is responsible for facilitating educational hazing efforts and prevention programs.

6.3 The Director of Student Service or designee will be responsible for managing reports of hazing and subsequent adjudication or due process through the Behavioral Code of Conduct for Students.

6.4 Employees are responsible for reporting all incidents of hazing.

6.5 The Director of Human Resources or designee will be responsible for publishing a Campus Hazing Transparency Report, making it publicly available, and updating the report at least two times annually.

6.6 The Clery Compliance Officer and Safety and Facilities Committee is responsible for including hazing statistics in the Annual Security Report (ASR).

6.7 The Vice President of Finance and Operations and the Vice President of Enrollment and Student Services is responsible for oversight of this policy.

## 7. REVIEW STATEMENT

Review of this policy will occur in alignment with CLDR-1310: Policy Review Schedule.

## 8. SIGNATURES

_____ _____

Chairperson, Board of Trustees Date

_____ _____

President Date

Revision Notes: Policy in Origination