

## Anti-Hazing Policy

Alma College prohibits any hazing of an individual in any activities related to any College organization, athletic team, or campus group.

For purposes of this Policy, hazing is defined as any action taken or situation created, whether on or off College premises, for the purpose of initiation into, admission into, affiliation with, or as a condition of continued membership in any College organization, athletic team, or campus group that could intentionally or unintentionally cause ridicule; mental, physical or emotional discomfort; fright; disgrace; injury; or which meaningfully restricts persons from meeting academic or other personal obligations to the best of their abilities.

The interpretation of this definition is to include, but not be limited to the following: paddling; creation of excessive fatigue; restraining people against their will; physical and psychological shocks; public displays which are unreasonably disruptive to other members of the campus and/or public; engaging in compulsory public stunts; morally degrading or humiliating games and activities; forced ingestion of any substance (particularly alcohol); and any other activities which are not consistent with the policies or regulations of Alma College such as trespassing, breaking and entering, theft, or damaging property.

The definition of hazing applies whether or not the participants or others perceive the behavior as "voluntary." The implied or expressed consent of any person toward whom an act of hazing is directed is not a defense. Assertions that the conduct or activity was not part of an official organizational event or was not officially sanctioned or approved by the organization are also not a defense. This definition applies to behavior on or off College property or organization premises.

### Accomplice Responsibility

No student, employee, volunteer, student organization, athletic team or other College-recognized group or association should participate in, solicit, direct, aid, conduct or participate as a witness in hazing.

### Group Accountability

College organizations, athletic teams, and campus groups have an obligation to uphold the policies found in the Student Handbook, including the Policy on Hazing. College organizations, athletic teams, and campus groups that engage in hazing can expect to be held accountable, along with possible sanctions for individuals that take part in the hazing incident.

Additional sanctions may apply to an individual, organization, group or team which fails or refuses to identify individuals involved in hazing and/or retaliates against anyone who acts to stop or report hazing activity.

### Hazing Reports

Allegations of hazing, including anonymous allegations, may be reported 24 hours a day to the Alma Police by calling 911, or to Public Safety by calling (989) 463-7777.

Alma College students are required to notify appropriate College officials of any perceived instance of hazing, as defined by College policy and/or Michigan law. Reports may be made

directly to Public Safety or local law enforcement, or to coaches, advisors, vice presidents or other College officials who have responsibilities for student organizations. Students can also submit a formal or anonymous complaint using Alma College's [on-line reporting form](#).

Alma College employees receiving such reports must share them with the Student Affairs Office and Public Safety. Under state law, Alma College is obligated to report hazing, that meets the relevant definition under state law, to law enforcement.

Any Alma College student or staff member identified as a potential witness must cooperate fully in the course of the investigation. Cooperation may include meeting or communicating with Student Affairs Office, Public Safety, or other College officials as requested. Failure to cooperate fully with the investigation may result in disciplinary action.

#### Individual Student Reporting and Immunity

A student who reports activity that may fall within the definition of hazing and who cooperates fully as a witness in the investigation and disciplinary process will not be subject to College disciplinary sanctions if his or her own conduct violated the hazing policy, unless the conduct the student engaged in contributed to causing physical or mental harm. Students should know that they may be liable for criminal and civil penalties that are beyond Alma College's control.

#### Fresh Start Organizational Amnesty Policy

Members of an organization, group or team who are concerned that some of the organization's activities do not comply with Alma College's Policy on Hazing may consult their supervising department head (e.g. Athletics, Student Affairs Office) confidentially for guidance. Under this Fresh Start policy, an organization that fully discloses past behavior that may be in violation of the Anti-Hazing Policy will receive assistance as the group develops a new plan to replace or eliminate the activities in question. The organization, and related individuals will not face College disciplinary action for the activities disclosed, unless the conduct contributed to causing physical or mental harm. Organizations, groups or teams should know that they may be liable for criminal and civil penalties that are beyond Alma College's control.

Policy and Planning approval 9/18/23 Presidential Cabinet approval 9/25/23