

**Adopted: 06-12-2025**

## **I. PURPOSE AND SCOPE**

The purpose of this procedure is to provide a comprehensive framework for preventing, addressing, and eradicating hazing incidents involving College students, faculty, and staff. This procedure applies to all individuals and organizations associated with the College, including but not limited to students, employees, volunteers, and affiliated organizations, both on and off campus.

## **II. DEFINITIONS**

**A. Hazing:** Any intentional, knowing, or reckless act, occurring on or off campus, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are, or include, students at an institution of higher education. This includes but is not limited to:

1. Physical brutality or abuse
2. Forced or coerced consumption of any food, liquid, drug, or other substance
3. Forced or coerced physical activity
4. Sleep deprivation
5. Exclusion from social contact
6. Conduct that could result in extreme embarrassment or humiliation
7. Any activity that would unreasonably interfere with academic pursuits

**B. Organization:** Any association, corporation, order, society, corps, athletic team, club, fraternity, sorority, service, social or similar group, in which two or more enrolled students of the College are members, regardless of whether the organization is officially recognized by the College.

**C. Student:** Any person who is enrolled at the College, regardless of their age or student status (e.g., full-time, part-time, or online), or who has been accepted for admission or readmission to the College.

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### **III. PROHIBITED CONDUCT**

The College strictly prohibits hazing in any form. This includes but is not limited to any activity that:

1. Causes or is likely to cause bodily harm, serious mental or emotional harm, substantial emotional distress, or personal degradation or disgrace resulting in physical or mental harm to a student.
2. Interferes with a student's academic pursuits, including grades, academic assignments, or scheduled curricular activities.
3. Occurs on or off campus and involves the forced consumption of any food, liquid, drug, or other substances.
4. Involves sleep deprivation, excessive physical exertion, or exposure to the elements.
5. Requires a student to engage in any illegal activity or violate college policies or codes of conduct.
6. Creates a power imbalance between individuals or groups, or exploits a student's known physical, psychological, or social vulnerabilities.
7. Involves the use of social media, electronic communications, or other technology to facilitate hazing activities.

### **IV. REPORTING AND INVESTIGATION**

#### **A. Reporting Hazing Incidents**

1. **Mandatory Reporting:** Any person who witnesses, experiences, or has knowledge of hazing activity must promptly report the incident to the appropriate College official. (See Section IX) Failure to report known hazing incidents may result in disciplinary action.
  2. **Reporting Methods:** Reports may be made in person, by phone, via email, or through the college's online reporting system. Anonymous reports will be accepted and investigated to the extent possible.
  3. **Confidentiality:** The College will protect the confidentiality of all parties involved to the extent possible, consistent with the need to conduct a thorough investigation and comply with applicable laws.
  4. **Amnesty:** Students who report hazing incidents or who cooperate in hazing investigations may be granted amnesty for minor policy violations discovered during the course of the investigation, at the discretion of the Vice President of Student Services.
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5. Retaliation: Retaliation against any person who reports hazing or participates in an investigation is strictly prohibited and will result in disciplinary action.

## **B. Investigation of Hazing Allegations**

1. Prompt and Thorough Investigation: The College will promptly investigate all reports of hazing in a fair, impartial, and thorough manner.
2. Investigation Process:
  - a. Initial assessment of the report to determine appropriate interim measures and investigation scope.
  - b. Interviews with the reporting party, alleged victims, witnesses, and accused individuals.
  - c. Collection and review of relevant evidence, including documents, electronic communications, and physical evidence.
  - d. Consultation with law enforcement or other authorities as needed.
  - e. Preparation of an investigation report.
3. Timelines: Investigations will be completed within [30] calendar days of the initial report, unless extenuating circumstances require an extension. All involved parties will be promptly notified of any timeline extensions.
4. Interim Measures: The College will take appropriate interim measures to protect the safety and well-being of students during the investigation, which may include no-contact orders, temporary suspension of individuals or organizations, or changes in academic or living arrangements.
5. Standard of Evidence: The College will use a preponderance of evidence standard (more likely than not) in determining whether a violation of this procedure has occurred.

## **V. DISCIPLINARY ACTIONS AND SANCTIONS**

**A.** Students found responsible for hazing will face disciplinary action up to and including suspension or expulsion from the College. Sanctions may include but are not limited to:

1. Disciplinary probation
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2. Loss of privileges or college recognition
3. Mandatory educational programs or counseling
4. Community service
5. Suspension
6. Expulsion
7. Withholding or revocation of degree

**B.** Employees found responsible for hazing or for failing to report known hazing incidents will face disciplinary action up to and including termination of employment. Sanctions may include but are not limited to:

1. Written reprimand
2. Suspension without pay
3. Demotion
4. Termination of employment

**C.** Organizations found responsible for hazing may face sanctions including but not limited to:

1. Probation or suspension of organizational activities
2. Loss of college recognition or registration
3. Revocation of charter or affiliation agreements
4. Prohibition from hosting or participating in college-sponsored events
5. Loss of access to college facilities, funding, or other resources
6. Mandatory reorganization or leadership changes
7. Permanent dissolution of the organization

**D. Aggravating Factors:** The following factors may result in more severe sanctions:

1. Prior hazing violations
  2. Multiple violations in a single incident
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3. Use of force, violence, or weapons
4. Intentional or reckless disregard for health and safety
5. Retaliation against reporters or witnesses
6. Interference with the investigation process

**E. Mitigating Factors:** The following factors may be considered in determining appropriate sanctions:

1. Self-reporting of the violation
2. Acceptance of responsibility and demonstration of remorse
3. Cooperation with the investigation process
4. Implementation of corrective measures to prevent future violations

## **VI. PREVENTION AND EDUCATION**

**A.** On a regular basis, the College will provide education and training on hazing prevention and the College's anti-hazing procedure to all students, faculty, and staff. The training may include:

1. Defining hazing and outlining prohibited conduct.
2. Explaining reporting procedures and the College's investigation and disciplinary processes.
3. Highlighting the negative physical and mental health consequences of hazing.
4. Promoting a culture of respect, inclusion, and student well-being.
5. Providing bystander intervention strategies.
6. Ethical leadership.
6. Discussing legal and disciplinary consequences of hazing.
7. Positive strategies for building group cohesion.

**B. New Students and Employees:** All new students and employees will receive information about this procedure and hazing prevention.

**C. Online Resources:** The College will maintain an online resource center with information about this procedure, reporting procedures, and a link to the College's Clery Act Annual Security Report.

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**D. Hazing Transparency Report:** The College will publish on its public website, and update at least two times each year, a report that summarizes any incident concerning a student organization recognized by the College found to be in violation of this procedure. The report will include the following information:

1. The name of the student organization;
2. A general description of the violation that resulted in a finding that a violation of this policy occurred, including whether or not the violation involved the abuse or illegal use of alcohol or drugs;
3. Any sanctions imposed on the student organization; and
4. Related dates (the date of the alleged incident, the date of the initiation of the investigation, the date the investigation ended with a finding, and the date the institution provided notice to the organization of the finding).

The report will not include any personally identifiable student information.

## **VII. PREVENTIVE MEASURES AND EARLY INTERVENTION**

**A. Risk Assessment:** The College will conduct periodic risk assessments to identify potential hazing risks within student organizations and athletic teams.

**B. Early Warning System:** The College will implement an early warning system to identify and address potential hazing risks, including:

1. Regular check-ins with student organization leaders and advisors
2. Anonymous tip lines for reporting concerns

**C. Student Organizations** must maintain detailed records of all new member activities, if any, and submit them for review upon request.

**D. Advisor Training and Oversight:**

1. All faculty and staff advisors to student organizations must complete specialized anti-hazing training.
2. Advisors are required to attend and monitor new member activities and report any concerns promptly.

## **VIII. RESOURCES AND SUPPORT SERVICES**

**A. Reporting and Information:**

Jonathan Garrison

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Phone: (910) 246-4967

Email: [garrisonj@sandhills.edu](mailto:garrisonj@sandhills.edu)

Office Location: 220B

Online Reporting: [www.sandhills.edu/about/incident-reporting.html](http://www.sandhills.edu/about/incident-reporting.html)

**B. Confidential Counseling and Support:**

Anita Mashburn

Phone: (910) 695-3968

Email: [mashburna@sandhills.edu](mailto:mashburna@sandhills.edu)

Office Location: Stone Hall 229

**D. Campus Safety:**

Dwight Threet

Emergency: 911

Non-Emergency: (910) 695-3831

Email: [threetd@sandhills.edu](mailto:threetd@sandhills.edu)

**IX. LIMITATION OF LIABILITY**

While the College is committed to preventing and addressing hazing, the College cannot guarantee that hazing incidents will not occur. The College's liability is limited to its good faith efforts to implement and enforce this procedure. Nothing in this procedure shall be construed as creating any additional rights or causes of action against the College beyond those provided by applicable law.

Legal Reference: The Stop Hazing Act, § 485(f)(7) of the Higher Education Act of 1965, 20 U.S.C. 1092; N.C.G.S. §§ 14-35, -38.