



Procedure 268.1A Hazing Prevention Procedure

Policy 268 - Hazing Prevention

Hazing is prohibited within the Lower Columbia College community. "Hazing" includes any act committed as part of a person's recruitment, initiation, pledging, admission into, or affiliation with a student organization, athletic team, or living group, or any pastime or amusement engaged in with respect to such an organization, athletic team, or living group that causes, or is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in this state, including causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the person to risk of such harm, regardless of the person's willingness to participate. "Hazing" does not include customary athletic events or other similar contests or competitions. This prohibition applies to conduct that may occur both on and off campus.

1. Employee Mandatory Reporting:

- A. If, as a result of observations or information received in the course of employment or volunteer service, any employee, including a student employee, or volunteer at Lower Columbia College has reasonable cause to believe that hazing has occurred, the employee or volunteer shall report the incident, or cause a report to be made, to the Director of Student Conduct & Security Services directly or through the

College's Make-A-Report system. The employee or volunteer shall make the report at the first opportunity to do so.

- B. "Reasonable cause" means a person who witnesses hazing or receives a credible written or oral report alleging hazing or potential or planned hazing activity.
- C. A person who witnesses hazing or has reasonable cause to believe hazing has occurred or will occur, and makes a report in good faith may not be sanctioned or punished for the violation of hazing unless the person is directly engaged in the planning, directing, or act of hazing reported.
- D. Nothing in this section shall preclude a person from independently reporting hazing or suspected hazing activity to law enforcement.
- E. EAs used in this section, "employee" means a person who is receiving wages from Lower Columbia College and is in a position with direct ongoing contact with students in a supervisory role or position of authority. "Employee" does not include a person employed as medical staff or with an affiliated organization, entity, or extension of a postsecondary educational institution, unless the employee has a supervisory role or position of authority over students. "Employee" does not include confidential employees.

2. Hazing Prevention Committee:

The Lower Columbia College Hazing Prevention Committee shall promote and address hazing prevention. The committee shall have a minimum of six members including a designated chair appointed by the President of the College. Fifty percent of the committee positions shall include students currently attending the College with at least one position filled by a student from a student organization, athletic team, or living group. The other fifty percent of the committee positions shall include at least one faculty or staff member and one parent or legal guardian of a student currently enrolled at Lower Columbia College. Student input shall be considered for committee membership. A student who is a member of a student organization, athletic team, or living group that was affiliated with a finding of a hazing violation within the last twelve months may not participate in or be a member of the

hazing prevention committee. The Chair of Lower Columbia College's Hazing Prevention Committee is the Vice President of Student Services or designee.

3. Training:

All "employees" including student employees must receive hazing prevention training, either electronically or in person, on the signs and dangers of hazing, as well as the College's prohibition against hazing.

The College must provide students with educational programming on hazing that includes information on hazing awareness, prevention, intervention, and the College's policies prohibiting hazing. This programming can be provided either in-person or electronically and must be part of the College's new student orientation sessions. The program must also be posted on the College's public website for the public, including parents, legal guardians, and volunteers to review.

Procedure History

- Approved by the Executive Leadership Team: July 13, 2022
- Approved by Governance: July 25, 2022
- Approved by UMCC: August 16, 2022
- Campus Review: August 29-September 13, 2022
- Reviewed by Executive Leadership Team: September 14, 2022