

HAZING POLICY

06/23

PURPOSE:

The purpose of the hazing policy is to ensure that each member of the Bellin College community is cared for and treated with dignity and respect.

POLICY:

Bellin College is dedicated to educating healthcare professionals through innovation, leadership, and service that promotes lifelong learning and excellence. Choosing to be part of the Bellin College community, students promise to treat the community with care and respect the dignity of all persons, including self; live with integrity, communicate truthfully, etc.

Hazing is any action or situation intentionally created that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person's willingness to participate. Hazing is also defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization.

While positive initiation traditions can serve as building blocks to camaraderie, it is important to recognize when an activity constitutes hazing. Further, it is important to note that social pressure can constitute forced or requisite participation, even if the activity is claimed to be voluntary.

Bellin College will not tolerate hazing in any form. The student(s) involved will face disciplinary action separate from an organizational review. Students who are involved and charged with hazing will be subjected to the Student Behavior Conduct Process. All reports will be investigated.

The following behaviors and activities constitute hazing:

- Actions that recklessly or intentionally endanger the physical and mental health or safety of students.
- Forced or required consumption or purchase of any food, liquor, drug, beverage, water, or any other substance.
- Forced or required participation in physical activities, such as calisthenics, exercises, or so-called games.
- Forced or required participation in scavenger hunts or quests that endanger the physical or mental health of students.
- Requiring or enticing others to violate any State or Federal laws or Bellin College policies.
- Forced exposure to weather.

- Induced excessive fatigue resulting from sleep deprivation, physical activities, or exercise.
- Assignment of activities that would be morally offensive to potential new members.
- Physical brutality, including paddling, striking with fists, open hands, or objects, and branding.
- Kidnapping and forced transportation or stranding of individuals, and any activities involving blindfolds of any sort.
- Verbal abuse, including “line-ups”, interrogations, and berating individuals.
- Forced or required conduct that could embarrass or adversely affect the dignity of the individual, including the performance of public stunts.
- The intentional creation of clean-up work or labor for new members by active members or alumni.
- Denial of sufficient time to study.
- Forced or required nudity or lewd behavior.
- Forced or required to wear or carry items that the student would not normally need or want to carry or wear.

Wisconsin Hazing Law

A student, group, organization, or team found responsible for hazing will be subject to disciplinary action. Hazing is also a violation of the criminal statutes of the State of Wisconsin. Accordingly, students may also be charged with alleged violations of these statutes (Wisconsin State Statute 948.51) by state law enforcement authorities.

Resources: Reports may be made by any student, faculty, staff or administration member, or by a person unaffiliated with Bellin College to the Director of Student Affairs and DEI.

Alleged violations of the hazing policy shall be reported to any of the following:

- Director of Student Affairs and DEI
- Appropriate Dean
- Campus Security
- Threat Assessment Team
- The CARE Team
- Any appropriate college personnel per issue

PROCEDURE:

In many cases the student(s) involved will face disciplinary action separate from an organizational review. Students who are involved and charged with hazing will be subjected to the Student Behavior Conduct Process. All reports will be investigated.

Hazing reports may be filed under a grievance or general complaint to the director of student affairs and DEI.

In addition to individual students being held accountable for their personal violations of college policy, the involved organization may be subject to an organizational review. An organizational review through Student Affairs will seek facts of the matter and consider how it will impact the student organization.

Individuals found responsible for hazing are subject to sanctioning up to and including expulsion from the college. A hold on registration is placed until completion of sanctions in cases of suspension. At each level, other appropriate requirements may be included for the purpose of preventing future violations.