



<b>Policy Number and Title:</b>	<b>400.305 BMCC Anti-Hazing Policy</b>		
<b>Approval Authority:</b>	BMCC Board of Regents	<b>Date Effective:</b>	04/11/2025
<b>Responsible Office:</b>	Office of Student Affairs	<b>Responsible Office Contact:</b>	Vice President for Student Affairs

### 1. POLICY STATEMENT

The purpose of this policy is to comply with federal legislation prohibiting hazing in institutions of higher education. Hazing is adverse to the culture, mission, and values of Bay Mills Community College. Students, student organizations, and other student groups, including other individuals associated with those organizations, are prohibited from hazing and failing to report hazing.

### 2. ENTITIES AFFECTED BY THIS POLICY

Students, Student Organizations, Minors, Staff, Faculty, Consultants, Advisors, Alumni, and Volunteers

### 3. WHO SHOULD READ THIS POLICY

Students, Staff, Faculty, Consultants, Advisors, Alumni, and Volunteers

### 4. WEB SITE ADDRESS FOR THIS POLICY

-This policy can be found at:  
<https://www.bmcc.edu/policies.html>

### 5. FORMS/INSTRUCTIONS

No forms required.

### 6. HISTORY

-Created: 04/11/2025.  
-Next Review Date: 04/11/2028  
-BMCC reserves the right to revise policies at any time.

### 7. RELATED POLICIES AND LAWS

Stop Campus Hazing Act of December 23, 2024. The Act amends the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. §1092(f), a subsection of the Higher Education Act of 1965 (the Clery Act), and renames the Clery Act officially as the Jeanne Clery Campus Safety Act.

## 8. THE POLICY

### 400.305 BMCC Anti-Hazing Policy

#### I. Purpose of this Policy

Bay Mills Community College prohibits hazing in any form for any college recognized or sanctioned organization, student, or other person associated with an organization operating under the sanction of or recognized by the college. The purpose of this policy is to prevent incidents of hazing within the college community through information, education, and reporting processes.

#### II. Definitions

- A. Hazing.** The term 'hazing' means 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—
1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
  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—
    - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
    - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
    - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
    - d. causing, coercing, or otherwise inducing another person to perform sexual acts;
    - e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
    - f. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
    - g. 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 laws.
- B. Aggravated Hazing** occurs when a person commits a violation of hazing that results in serious bodily injury or death to the minor or student; and
1. The person acts with reckless indifference to the health and safety of the minor or students; or

2. The person causes, coerces or forces the consumption of alcoholic liquid or drug by the minor or student.
- C.** This Policy applies to any acts of hazing occurring on or off campus.
- D. Consent and Participation.** The express or implied consent of the victim will not be a defense. Apathy or acquiescence in the presence of hazing are not neutral acts; they are a violation of this policy.
- E. Student organization.** The term 'student organization', means 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.
- F. Advisor.** An advisor to a student organization may include an administrator, employee, faculty member, teacher, alumnus, or volunteer, acting in an official/professional or unofficial capacity.

### **III. Responsibility for Management**

The Office of Student Affairs is responsible for accepting information about, investigating, reporting, and adjudicating, as necessary, any reports or incidents of hazing. Education and training for college community members on the topic of hazing prevention is the responsibility of the college.

### **IV. Reporting Incidents of Hazing**

If you believe you have witnessed, experienced or are aware of conduct that constitutes hazing, the college encourages you to report it the Office of Student Affairs. College employees, faculty members, instructors/professors, alumni, and volunteers of any organization ("Mandated Reporters") are required to report knowledge or suspicion of hazing. In addition, the college encourages all members and guests of the college community to report knowledge or suspicion of hazing. Each report to the college will be investigated.

### **V. Applicability**

This policy applies to hazing that takes place between two or more people affiliated with the college, whether it occurs on college property or off-campus. It also applies whether hazing occurs at a sanctioned or non-sanctioned event. This policy applies to the following:

- A.** Students enrolled at the College and who are involved with student organizations;
- B.** Minors participating in college-sponsored youth programs;
- C.** Other individuals associated with an organization, including volunteers, advisors, staff/faculty, and alumni of the organization;
- D.** Any organization operating under the sanction of or recognized as an Organization by the College;

## **VI. Sanctions**

The College will hold violators of this policy fully accountable. Hazing is a serious violation of the Student Code of Conduct. Individuals who are found responsible will be subject to appropriate disciplinary action that may include employee discipline and/or student discipline.

- A. Students or student organizations** found responsible for violations of this policy are subject to the Student Code of Conduct and the full range of sanctions available. Student organizations may lose college recognition.
- B. Employees** of the college who are found to be in violation of this policy are subject to conduct review and potential disciplinary action.
- C. Non-employees** found to be in violation of this policy may be removed from their role(s) in connection with the student organization at issue.
- D.** Violations of this policy are subject to referral to appropriate law enforcement agencies, for action and adjudication. Any penalties for violations of federal, and/or tribal law are determined in addition to college action.

## **VII. Distribution and Public Access**

To ensure access to this policy, the college provides a link to this policy to each student organization recognized by the college and is included in New Student Orientation programs for students, including orientations for new students. Additionally, the College links the policy on college websites relating to students and where it likely will be seen by individuals who must obey the policy.

## **VIII. Anti-Hazing Training**

The college is dedicated to ensuring the safety of the college community and providing hazing prevention training. New student orientation will offer at least one opportunity to complete anti-hazing training. A mandatory online anti-hazing module will be available to students and student organization advisors and volunteers.

All faculty, staff, advisors, and volunteers who advise or coach a student organization and who have direct contact with students must complete mandatory anti-hazing training provided by the college.

## **IX. Record Retention of Incidents of Hazing**

The college will collect information with respect to hazing incidents at the college beginning July 1, 2025. The college will then publish a Campus Hazing Transparency Report (CHTR) which summarizes the 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 the college's standards of conduct relating to hazing. Beginning no later than August 1, 2025, the CHTR report will be made available to the public on the BMCC website and updated every January 1 and August 1.

In addition, disclosure about hazing and other crimes required by the Campus Security Act will be available in the Clery Annual Security Report (ASR) and can also be viewed at the BMCC website.