

POLICY 2.62: HAZING

Hazing won't be tolerated at Sandburg.

College student organizations (e.g., intramural, club, and varsity athletic teams; student government, clubs, associations and other organizations with two or more enrolled students as members, whether or not established or recognized by Sandburg) and individual students are prohibited from hazing in any form both on and off campus.

Definition of hazing

"Hazing" is defined as any intentional, knowing or reckless act committed by a person — either individually or in concert with others — against another person or persons, regardless of the willingness of such persons to participate.

To be considered hazing, the act must be committed in the course of an initiation into, an affiliation with or the maintenance of membership in a student organization, and it must cause or create a risk — beyond what is reasonably expected in the context of participation in the institution of higher education or the organization (such as physical preparation for athletic teams) — of physical or psychological injury. Such acts include, but aren't limited to:

- Whipping, beating, striking, electronic shocking or placing a harmful substance on someone's body
- Causing or coercing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics or similar activities
- Inducing another person to consume food, liquids, alcohol, drugs or other substances
- Coercing or inducing another person to perform sexual acts
- Engaging in any activity that places another person in reasonable fear of bodily harm through threats or conduct; any act that includes a criminal violation of local, state, tribal or federal law
- Any act that induces or requires another person to perform a duty or task that involves a criminal violation of the law

For the purposes of this regulation, hazing includes observation of hazing activities by individuals in a position to intervene but who fail to intervene, including organization officers/leaders who are aware of planned hazing activities and who condone and/or fail to prevent that hazing from occurring, regardless of their participation.

Hazing may also be criminal activity under 720 ILCS 5/12C-50 where it involves an individual knowingly requiring the performance of any act by a student or other person in a school, college, university or other educational institution of this state, for the purpose of induction or

admission into any group, organization or society associated or connected with that institution, if the act is not sanctioned or authorized by that educational institution and the act results in bodily harm to any person.

Reporting incidents

Students should immediately report to the chief student development officer or Public Safety any incidents of hazing they experience or become aware of. Any employee who becomes aware of an incident or suspected incident of hazing should immediately notify the chief student development officer or Public Safety. Incidents will be investigated consistent with Sandburg's disciplinary policies and procedures. An incident may be referred to local law enforcement for investigation.

Prevention strategies

Sandburg is committed to using prevention strategies to stop hazing before it occurs, which includes education for students on skill building for bystander intervention, information about ethical leadership and the promotion of teambuilding strategies without hazing. Campus-wide hazing prevention and awareness training is provided on an ongoing basis.

Information on hazing incidents

Data on incidents of hazing will be included in Sandburg's annual security report under the Clery Act. Sandburg will make available a campus hazing transparency report that summarizes findings of hazing violations by student organizations recognized by Sandburg that may include additional information on the general nature of the violation and applicable sanctions imposed on the organization.

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