

Operating Policy and Procedure

OP 30.005 Hazing Reporting and Investigation Policy

DATE: May 21, 2025

PURPOSE: The purpose of the Hazing Reporting and Investigation Policy at Kellogg Community College (“KCC”) is to align with the Stop Campus Hazing Act by providing a clear framework for reporting and addressing hazing incidents to protect the safety and well-being of students. This policy ensures that all members of the KCC community have access to a confidential reporting process and that any reported hazing is thoroughly investigated, with appropriate corrective actions taken. By adhering to the Stop Campus Hazing Act, KCC is committed to promoting a campus environment free from hazing, fostering respect, inclusion, and student success.

REVIEW: This OP should be reviewed biennially, in May in odd-numbered years by the Dean Student Services and Student Affairs Cabinet, with revisions forwarded to the Board of Trustees through President’s Council by the Office of the President.

POLICY/PROCEDURE

1. General Policy

- a. Reporting of and the investigative process for hazing will follow KCC’s Student Code of Conduct Policy: OP 30.001. KCC’s code of conduct policy includes resolution and due process proceedings, sanctions, and appeals.
- b. KCC will include in its annual security report (1) a statement of current policies relating to hazing, how to report hazing incidents, the process used to investigate hazing incidents, and information on applicable laws on hazing (MCL Section 750.411t and H.R. 564); and (2) a statement of policy regarding prevention and awareness programs relating to hazing that includes a description of prevention programs (OP 30.006).
- c. KCC will develop and make public a Campus Hazing Transparency Report that summarizes findings concerning any student organization found to be in violation of the Student Code of Conduct related to hazing. The Campus Hazing Transparency report will not be developed or updated unless there is a finding of a hazing violation.

2. Scope

- a. This policy applies to all currently enrolled students, faculty, staff, and student organizations at KCC. It is designed to ensure that every member of the KCC community is informed of their responsibility to report hazing incidents and that all reported incidents are investigated and addressed in accordance with the Stop Campus Hazing Act, relevant state laws, and KCC’s Student Code of Conduct. Additionally, the policy outlines the roles and responsibilities of KCC personnel in the investigation and resolution of hazing allegations, the creation of educational programs for hazing

prevention (Hazing Prevention and Awareness: OP 30.006), and the provision of resources for students affected by hazing. The policy aims to foster a safe, respectful, and inclusive campus environment where all students can thrive.

3. Definitions

- a. *Hazing*: 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:
 - b.
 - i. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and
 - ii.
 - iii. 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, but not limited to:
 - 1. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - 2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - 3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - 4. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - 5. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - 6. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - 7. 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 law.

4. Forms

- a. Report an Incident form located online at www.kellogg.edu/report.

5. Roles and Responsibilities

- a. All members of the KCC community are responsible for reporting alleged violations of this policy.

- b. The Dean of Student Services, in consultation with other personnel as appropriate, is responsible for implementing and enforcing this policy.
- c. The Threat Assessment and Behavioral Intervention Team, chaired by the Vice President of Student Affairs, is responsible for ensuring the team is kept abreast of this policy and its proceedings.

6. Persons/Departments Affected

- a. All employees and students.

7. Related Information

- a. Annual Security Report
- b. Campus Hazing Transparency Report
- c. State of Michigan Law: MCL-Section 750.411t
- d. Stop Campus Hazing Act: H.R. 5646
- e. Student Code of Conduct: OP 30.001
- f. Hazing Prevention and Awareness: OP 30.006

- 8. Right to Change Policy.** KCC reserves the right to interpret, change, modify, amend, or rescind this policy, in whole or in part, at any time, without prior notice or the consent of the employee.

- 9. Approval Date:** May 21, 2025

10. Past Revisions:

- a. N/A