

## **Operating Policy and Procedure**

**OP 30.006** Hazing Prevention and Awareness

**DATE:** May 21, 2025

**PURPOSE:** The purpose of the Hazing Prevention and Awareness Policy at Kellogg Community College (“KCC”) is to ensure compliance with the Stop Campus Hazing Act (H.R. 5646) and Michigan State Law (MCL-Section 750.411t), providing a proactive framework for the prevention of hazing. The policy aims to promote a campus environment where hazing is not tolerated through educational initiatives, awareness programs, and prevention strategies. By implementing this policy, KCC affirms its commitment to student safety, health, and well-being, aligning with state and federal efforts to eliminate hazing practices on college campuses. This policy ensures all members of the KCC community are well-informed about the dangers of hazing, how to recognize and report it, and the consequences for those who participate in hazing activities.

**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. KCC is committed to fostering a safe and respectful campus environment where hazing is strictly prohibited. In alignment with the Stop Campus Hazing Act (H.R. 5646) and Michigan State Law MCL Section 750.411t, this policy will provide structured education, training, and intervention to prevent hazing from occurring within the KCC community.
- b. This policy works in tandem with KCC’s Hazing Reporting and Investigation Policy (OP 30.005).
- c. KCC will provide clear reporting mechanisms for hazing incidents and will take swift action to investigate and resolve any reported violations, including discipline as outlined in the KCC Student Code of Conduct (OP: 30.001) and relevant legal statutes.

#### **2. Scope**

- a. This policy applies to all students, faculty, staff, and student organizations at KCC. It affects individuals and groups involved in campus life, including student clubs, athletic teams, and any other organization or entity that may engage in initiation or group cohesion activities. This policy also applies to all KCC employees responsible for facilitating training, educating students, and investigating hazing reports.

#### **3. Definitions**

- a. *Hazing Prevention*: The strategies, educational programs, and outreach efforts designed to raise awareness of hazing (as defined in OP: 30.005), prevent hazing incidents, and ensure compliance with applicable laws, including the Stop Campus Hazing Act and Michigan law.

#### **4. Hazing Awareness and Prevention Education/Training/Awareness Campaign/Outreach**

- a. The education/training/awareness campaign/Outreach will include information on recognizing hazing behaviors, understanding the legal ramifications under the Stop Campus Hazing Act and Michigan's MCL-Section 750.411t, and KCC's zero-tolerance policy for hazing.
- b. The education/training/awareness campaign/Outreach will cover the potential physical, emotional, and legal consequences of hazing for both victims and perpetrators, emphasizing that hazing is a violation of the law and KCC policies.
- c. Students, faculty, and staff will also be educated on how to safely report incidents of hazing and the resources available to individuals affected by hazing.
- d. Informational materials, including brochures, online resources, and training videos, will be made available to all students, faculty, and staff throughout the year.

#### **5. Forms**

- a. Report an Incident form located online at [www.kellogg.edu/report](http://www.kellogg.edu/report).

#### **6. 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.
- d. Student Organizations and Athletics must ensure that all group activities and initiation rituals are free from hazing practices and adhere to KCC's prevention protocols.

#### **7. Persons/Departments Affected:**

- a. All students and employees.

#### **8. 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 Reporting and Investigation Policy: OP 30.005
9. **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.
10. **Approval Date:** May 21, 2025
11. **Past Revisions:**
- a. N/A