

# HERKIMER COUNTY COMMUNITY COLLEGE BOARD POLICY

**TITLE:** Stop Campus Hazing

**POLICY #:** SA 24-17

**DATE OF BOARD OF TRUSTEES APPROVAL:** July 23, 2025

**RESOLUTION #:** 24-17

**POLICY STATEMENT:** Herkimer County Community College is committed to maintaining a clean, aesthetically pleasing, healthy and safe work, educational, and living environment in order to efficiently carry out its educational mission. This policy enables the College to control its buildings and grounds consistent with college policies for use of facilities.

The purpose of this policy is to prevent hazing activities within the Community College and to comply with the Stop Campus Hazing Act, effective January 1, 2025. This policy aims to ensure a safe and respectful environment for all students.

‘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:

- I. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- II. 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:
  - whipping, beating, striking, electronic shocking, placing harmful substances on someone’s body, or similar activity.
  - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
  - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
  - causing, coercing, or otherwise inducing another person to perform sexual acts;

- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- 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.

‘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.

**Prohibited Conduct:** Hazing in any form is prohibited within the Community College. This includes hazing activities conducted on or off-campus, in non-campus buildings or property, and on public property associated with the institution.

**Reporting and Transparency:**

- All hazing incidents must be reported to Campus Safety Department, Security Authorities, or local police agencies.
- The College will compile and disclose statistics on hazing incidents in the Annual Security Report.
- A Campus Hazing Transparency Report will be published annually, detailing hazing incidents and the College's response.

**Prevention and Education:**

- The College will develop and implement hazing awareness and prevention programs.
- All students, faculty, and staff will be required to participate in these programs to foster a safe and respectful campus environment.

**Disciplinary Actions:**

- Individuals or student organizations found to be involved in hazing activities will face disciplinary actions, which may include suspension, expulsion, or other appropriate sanctions.
- Legal actions may also be pursued in cases involving criminal violations.

**Support for Victims:**

- The College will provide support services for victims of hazing, including counseling and medical assistance.
- Victims will be encouraged to report incidents without fear of retaliation.

**Contact Information:** For more information or to report a hazing incident, please contact:

Campus Security Office: (315) 866-0300, Ext. 8616 or 911 for an emergency

Dean of Students Office: (315) 866-0300, Ext. 8276

This policy shall be effective immediately upon approval.

This policy will be reviewed annually and updated as necessary to ensure compliance with federal, state, and local laws.

**BACKGROUND:** The Stop Campus Hazing Act, signed into law on December 23, 2024, creates new federal obligations for institutions to develop hazing policies and implement reporting requirements. This policy ensures compliance with this Act and aims to prevent hazing activities with the College, ensuring a safe and respectful environment for all students.