

**SCHOOLCRAFT COLLEGE**  
18600 Haggerty Road, Livonia, Michigan 48152-2696

**STOP CAMPUS HAZING PROCEDURE**

**PURPOSE:** In compliance with the objectives established by Board Policy 1060, as well as to ensure compliance with state and federal law, hazing is prohibited at Schoolcraft College

**SCOPE:** This Procedure applies to all campus-controlled properties, including but not limited to all buildings, grounds, and athletic facilities. This Procedure applies to all board members, officers, employees, students, volunteers, vendors and members of the public.

**DEFINITIONS:**

*College Property:* Includes but is not limited to property owned, managed, occupied, operated or leased by the College and used for classroom purposes, activities, college sponsored events or other authorized use of the facilities.

*Hazing:* as defined within in this Procedure, and as defined by Michigan law MCL § 750.411t, is the intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against an individual and that the person knew or should have known endangers the physical health or safety of the individual, and that is done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization.

Hazing does not include an activity that is normal and customary in an athletic, physical education, military training, or similar educational program or service offered by the College.

Hazing does include any of the following that is done for such a purpose:

- (i) Physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing harmful substance(s) on the body, or similar activity;
- (ii) Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual;
- (iii) Activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual; and/or
- (iv) Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

*Student Group:* Student Groups include a number of persons who are associated with the College and each other, but who have not registered, or are not required to register, as a student organization (e.g., athletic teams, musical or theatrical ensembles, academic or administrative units).

*Student Organization:* means a number of persons who are associated with each other and who have registered with the College as a student organization.

*Participants*: means any student who directly/indirectly partakes in a prohibited act by leading, encouraging, witnessing or condoning the act in any manner. Failing to stop or report these actions as a bystander/witness may result in discipline.

## **REPORTING VIOLATIONS:**

Suspected violations of this Procedure may be reported by completing the electronic Concerning Behavior or Misconduct Reporting Form found at:

[https://cm.maxient.com/reportingform.php?SchoolcraftCollege&layout\\_id=4](https://cm.maxient.com/reportingform.php?SchoolcraftCollege&layout_id=4)

Suspected violations of this Procedure may also be reported by contacting:

Student Support Services  
Schoolcraft College  
McDowell Center Room 175  
18600 Haggerty Road  
Livonia, Michigan 48152  
(734) 462-4486  
[studentrelations@schoolcraft.edu](mailto:studentrelations@schoolcraft.edu)

Immediately upon learning of potential hazing, all employees who are acting in an official capacity, who receive a complaint of hazing, or who have observed or learned of conduct that could reasonably be believed to be in violation of this Procedure are required to report the alleged conduct. Failure to report hazing is prohibited conduct under this Procedure and may result in discipline, up to and including dismissal. Employees who are required by law to protect confidentiality are exempt from this requirement. Reports made pursuant to this Procedure do not supersede, nor replace other reporting obligations.

Any incident involving a crime, an emergency, or an imminent threat to the health or safety of any person should be reported immediately to Campus Police at (734) 462-4424. If someone presents an immediate threat to your safety whether or not they possess a weapon, dial 911 for help.

Making an intentionally false report of hazing is prohibited. Any individual found responsible for making an intentional false report shall be subject to discipline.

## **ENFORCEMENT:**

The College will notify the appropriate law enforcement agency (typically Campus Police) when a report of hazing is received. Campus Police will assess the report for criminal violations in conjunction with the appropriate criminal justice agencies.

The Dean of Students, or designee, shall coordinate the investigation of hazing allegations when student(s), student organizations and/or student groups are involved following the College's Student Code of Conduct process. When appropriate, the Human Resources Office may handle certain aspects of the investigation or response.

Additionally, the Dean of Students, or designee, will assess the need for interim supportive measures in consultation with appropriate offices when the subject of the investigation is beyond the jurisdiction of the Dean of Students. Every effort will be made to complete the investigation in a timely manner. If a formal conduct charge is made against an organization, the national or oversight organization, if any, shall be notified. Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency.

## **INTERIM SUPPORTIVE MEASURERS:**

All formal reports of alleged hazing, regardless of whether the complainant chooses to pursue resolution through the College process, will be investigated, and steps will be taken to provide support to the complainant. This support may include taking appropriate interim action prior to completion of the investigation and conclusion of the College's process.

Interim measures may include a "no contact" directive serving as notice to the organization or its members that they must not have verbal, electronic, written, or third-party communication with one another or with the student(s) seeking membership. Interim measures may also include modification of students' academic schedules, employment arrangements, and an order to cease and desist all activities of the organization being investigated. Failure to comply with interim measures may result in an individual(s), a student group(s), or an organization(s) being charged with additional disciplinary violations.

**SANCTIONS:**

- Violators may be subject to civil or criminal penalties for violating this policy;
- Violators found responsible for violating this Procedure may subject to disciplinary action, up to and including expulsion, termination of employment, or permanent removal from campus.

**INSTITUTIONAL BI-ANNUAL REPORT:**

The College will maintain a record of all violations of this Procedure that are reported to the College, and which reports result in a charge of violations of this Procedure. The College will update the record bi-annually on January 1 and July 1 of each year and will post the updated report on the College's Website.

**TRAINING, PREVENTION AND AWARENESS:**

All employees designated by the College as Campus Security Authorities are required to participate in annual training provided by the College regarding hazing. The training shall be overseen by the Clery Act Coordinator. Training regarding prevention and awareness for employees shall be the responsibility of the Human Resources Department, and training regarding prevention and awareness for all students shall be the responsibility of Student Support Services.