

AP 409 – HAZING AND PREVENTION

Associated Board Policy: 409.00 - Hazing and Prevention

Procedure Owner: Executive Director of Student Services

Related Procedures: AP 134a - Campus Conduct

I. Procedure Scope and Purpose

Cowley College seeks to promote a safe environment where students may participate in activities and organizations without compromising their health and safety. The impact of hazing activities can result in physical or psychological injury, and therefore it is the College's policy that hazing is prohibited. In compliance with the Stop Campus Hazing Act (SCHA), hazing incidents are classified as a crime under the federally mandated Clery Act and are included in College College's Annual Security Report (ASR) as well the Campus Hazing Transparency Report (CHTR).

Preventing hazing is the responsibility of the campus community. Cowley College has identified Campus Security Authorities (CSAs) to report Clery crimes, which include hazing. Each organization, as well as each CSA, must accept the personal obligation to uphold policy and reporting responsibilities.

II. Definitions

Clery Geography: means any building or property owned or controlled by Cowley College within the same reasonable contiguous geographic area and used by Cowley in direct support of the Institution educational purposes, including student Housing.

Hazing: means an intentional, knowing, or reckless act committed by a person (alone or in concert with others) against another person or people (regardless of the person's/people's willingness) that – in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and causes or creates a risk of physical or psychological harm, including but not limited to:

- Physical abuse (e.g., whipping, beating, striking, shocking)
- Forced consumption of substances (e.g., alcohol, drugs, food)
- Sleep deprivation, confinement, exposure to the elements
- Coerced sexual acts
- Threats or intimidation
- Any activity expected of someone that humiliates, degrades, abuses, or endangers them.
- Any activity that violates local, state, tribal, or federal law.

Organization: means a club, association, athletic team, club sports teams, band, student government, or any other similar group at an institution in which two or more of the members are students enrolled at the institution, whether or not the organization is established or recognized by the institution

Student: means any person who is enrolled at the College or any person who has been accepted for enrollment at the College. A person who meets the definition of a student for purposes of this paragraph shall continue to be defined as a student for purposes of this policy until the person graduates, transfers, or withdraws from the College.

III. Procedures for Reporting

Cowley College prohibits hazing, any solicitation to engage in hazing and has a zero-tolerance policy. Aiding and abetting another person who is engaged in hazing is also prohibited. It is not a defense to a violation of the hazing

policy if the hazing victim(s) consented to the hazing activity. Reports may be made anonymously. All reports will be investigated promptly and thoroughly.

Any member of the Cowley College community may report hazing incidents to:

- Executive Director of Student Affairs
- Campus Security
- LiveSafe Mobile Safety App
- Online reporting form (to be developed and linked on the college website)

A. Annual Security Report (ASR)

Cowley College will include hazing statistics in its Annual Security Report as required by the Stop Campus Hazing Act. These statistics will reflect incidents reported over the previous three calendar years.

B. Campus Hazing Transparency Report

Cowley College will publish a **Campus Hazing Transparency Report** annually on its website, including:

- Names of student organizations found responsible for hazing
- General descriptions of violations
- Relevant dates of incidents and investigations

C. Investigation and Disciplinary Action

Cowley College will investigate all hazing allegations in accordance with the Student Code of Conduct and applicable procedures.

Reports of hazing shall be submitted to:

- Kristi Shaw, Executive Director of Student Services at (620) 441-5206 or Kristi.shaw@cowley.edu
- Scott Layton, Vice President of Academic Affairs at (620) 441-5204 or scott.layton@cowley.edu
- Cowley College's Public Safety Department (CCPSD) at (620) 441-5599 or security@cowley.edu

Sanctions may include:

- Suspension or expulsion of students
- Revocation of student organization recognition
- Referral to law enforcement

D. Right to Appeal

Any person(s) found to be in violation of Cowley College's hazing policy shall have the right to make an appeal to the President of the College. The disciplinary proceedings shall be handled in the same manner as other campus conduct violations.

E. Prevention and Awareness Program

Cowley College will implement hazing prevention programs that include:

- Orientation sessions for new students and student organization leaders
- Annual training for faculty, staff, and advisors
- Distribution of educational materials on hazing awareness

Additional prevention and awareness programs to reach students and employees may include:

- Bystander Intervention
- Information about ethical leadership, and
- Promotion of strategies for building group cohesion without hazing.

Hazing State Laws

Summary (Code of Kansas)	
a.	Hazing is recklessly coercing, demanding, or encouraging another person to perform, as a condition of membership in a social or fraternal organization, any act which could reasonably be expected to result in great bodily harm, disfigurement or death could be inflicted.
b.	Hazing is a class B nonperson misdemeanor. K.S.A. §21-5418

IV. Effective Dates:

The procedure first became effective: October 7, 2025

V. Signature and Title:

This procedure is implemented by: Kristi Shaw

Title: Executive Director of Student Services