



ANTI-HAZING

POLICY

Brunswick Community College (BCC) is committed to a safe and respectful campus environment that aligns with our institutional values. The college acknowledges that as part of the higher education experience, learners and some employees participate in various extra- and co-curricular groups in clubs or organizations with different purposes and processes for affiliation. The college supports tradition within organizations that match the College's core values. Hazing is antithetical to our institution's mission and strictly prohibited.

This Policy applies to all students, student clubs or organizations, and other persons associated with a Student Organization, which could include employees, alumni, volunteers, or visitors to the college. Any member of the College community found responsible for violating this Anti-hazing Policy may face disciplinary action from the College as well as civil and criminal penalties under local, state, and federal laws.

"Hazing" is defined by doing any act or coercing another, including the victim, to do any act of initiation into any student, club, or other organization or any act to continue or reinstate membership in or affiliation with any student club or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined under section Timothy J. Piazza Anti-Hazing Law.

Such on- and off-campus activities and situations may include but are not limited to:

- Any activity that causes or requires the student to perform a task that involves violation of the College Code of Conduct, local, state, or federal law.
- Any activity requiring the consumption of food, alcohol, liquid, drugs, or other substances, which subjects the student to a risk of emotional or physical harm.
- Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, required calisthenics, exercise or other games requiring physical exertion, or other activity that subjects the student to a risk of harm or that adversely affects the mental or physical health or safety of the student.
- Any activity that intimidates or threatens a student with shunning, subjects a student to mental stress, embarrassment, shame or humiliation, or adversely affects the mental health or dignity of the students, or discourages the student from remaining in school.
- Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on the body.
- The expressed or implied consent of the victim shall not be a defense. Even if the victim of hazing consents or willingly participates, the behavior is still considered an act of hazing and is a violation of this policy and the College Code of Conduct.
- Endure any other activity that creates a reasonable likelihood of bodily injury or emotional distress to the student.
- Having knowledge of hazing but failing to stop or report it.

PROCEDURE

How to Report Violations of this Policy

The College encourages all members of the College community who believe that they have witnessed, experienced, or are aware of conduct that violates this Policy to report the violation to the Vice President of Student Services or other college administrator.

The Vice President of Student Affairs serves as the recipient for any complaint or reporting of hazing. If the report involves criminal conduct, the Vice President of Student Affairs and/or assigned administrator shall notify law enforcement. If the report involves allegations of sexual misconduct the provisions of BCC Policy 2.11.1 may also apply.

Reports of possible violations may be provided in-person at BCC's main campus or by submitting an electronic Incident Referral Form through the College's website.

In-Person Services

Vice President of Student Affairs: houchen-clagett@brunswickcc.edu

OneStop Student Services, Building A, Room 125

910-755-7472

Electronically

BCC's Website:

<https://brunswickcc.edu/resources/student-policies/>

Select "Incident Referral Form"

Enforcement of this Policy

Any violation of this Policy by a student or student organization shall be deemed a violation of the Student Code of Conduct. All allegations of this policy involving a student, visitor of the college, and/or volunteer will be addressed by the Vice President of Student Affairs or other assigned administrator. Allegations that involve an employee will be addressed by the Dean or Department Head in consultation with the Office of Human Resources.

Allegations will be promptly and thoroughly investigated by the Vice President of Student Affairs and/or assigned administrator, or local law enforcement authority having jurisdiction. Every effort will be made to complete the investigation in a timely manner. The hazing allegation will be investigated and resolved in keeping with the "Student Code of Conduct" process. The Vice President of Student Affairs and/or assigned administrator will assess the need for interim measures (partial or full cease and desist of organization activities) until a full investigation can be completed.

When appropriate, other College administrators may handle certain aspects of the College response, such as Title IX, the Office of Human Resources, or an academic division within the college.

Sanctions

Anyone found responsible for violating this Policy may face disciplinary action. Individual students found

responsible for violating this Policy may be placed on probation, suspended, dismissed, expelled, or issued any other sanction(s) found in the Student Code of Conduct. Student clubs or organizations may be placed on probation or deferred suspension, lose privileges, lose College recognition and funding. Employees found responsible for violating this Policy may be subject to corrective or disciplinary action, up to and including termination.

Education

All students seeking membership in a registered student club or organization must complete anti-hazing training provided by the College. Such anti-hazing training may be conducted online or in-person and shall include information regarding hazing awareness, prevention, intervention, and the College's policy. Failure to complete the training will result in the student being denied the ability to join any recognized student club or organization.

The College shall also provide all staff and volunteers that advise or coach a student club or organization recognized by or operating under the sanction of the College and who have direct contact with students with mandatory training on hazing which shall include information on hazing awareness, hazing prevention, and the institution's policy adopted under the Timothy J. Piazza Anti-Hazing Law

Institutional Reporting

The College will maintain a report of all hazing violations that are reported to the College, and which result in a charge of violation of this Policy or the issuance of a charge of violation of federal or state laws related to hazing. The College will update the report annually and post an updated report on the College's website.

Approved by the Brunswick Community College Board of Trustees

June 27, 2025