

Chapter: Student Affairs

Modification No. 001

Subject: Anti-Hazing

Montgomery College is dedicated to fostering a safe environment for all students and strictly prohibits any form of hazing.

I. Definitions

- A. Hazing: an 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
1. is committed in the course of an initiation into an affiliation with, or the maintenance of membership in, a student organization; and
  2. 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.
- B. Student organization: any student group or organization (e.g. club, association) at the College in which two or more of the members are students enrolled at the College, regardless of whether the organization is established or recognized by the institution.
- C. Student: a person who is currently matriculated, enrolled in or auditing credit or non-credit courses at the College, whether on site, off-site, online, part-time, or full-time.

III. Scope and Applicability

- A. The College prohibits hazing regardless of whether the conduct occurs on or off College premises, in-person or during online activities, or outside of the hours of College operation.
- B. This policy applies to all employees, students, student organizations, groups, clubs, and volunteers associated with any student club or organization at the College.
- C. The implied or expressed consent of a student to hazing is not a defense to an alleged violation of this policy and procedures.
- D. Retaliation against any person who reports hazing or who participates in a hazing investigation pursuant to this policy and procedure is prohibited in accordance with College Policy 39003: Protection Against Retaliation.

48 IV. Prevention

49  
50 Education and prevention are essential means by which the College creates and  
51 maintains a safe, positive environment free from hazing. Programs and strategies  
52 include, but are not limited to:

- 53  
54 A. Posting this policy on the College website.
- 55  
56 B. Inclusion of policy in new student orientation.
- 57  
58 C. Annually inform students, organizations, College employees and volunteers that  
59 hazing is prohibited, by means of distribution of written policy and publication in  
60 handbooks.
- 61  
62 D. Making anti-hazing online training available to all students and employees. Such  
63 anti-hazing training shall include information regarding hazing awareness,  
64 prevention, intervention, and the College's policy.
- 65  
66 E. Requiring student government association, student athletes, leaders of registered  
67 student clubs, and other organizations and groups, to complete anti-hazing  
68 training provided by the College. Such anti-hazing training may be conducted  
69 online or in-person and shall include information regarding hazing awareness,  
70 prevention, intervention, and the College's policy. Failure to complete the training  
71 will result in the student being denied the ability to join any recognized student  
72 club or organization.
- 73  
74 F. The College shall also provide all staff and volunteers that advise or coach a  
75 student club or organization recognized by or operating under the sanction of the  
76 College and who have direct contact with students with mandatory training on  
77 hazing which shall include information on hazing awareness, hazing prevention,  
78 and the institution's policy, including how to report incidents.

79 V. Reporting and Investigation

- 80  
81 A. All members of the Montgomery College community must report known or  
82 suspected hazing incidents and are encouraged to make such reports promptly  
83 to maximize the College's ability to respond and take appropriate action,  
84 including to obtain evidence and to conduct a prompt and equitable investigation.
- 85  
86 1. If a person desires to keep an incident of hazing confidential, they must  
87 speak with individuals who have professional or legal obligations to keep  
88 communications confidential. Unless there is an imminent threat to  
89 health or safety or other basis for disclosure, confidentiality applies when  
90 persons seek services from the following resources:
- 91  
92 a. For Students: Counseling and Advising Faculty
- 93  
94 b. For Employees: Office of the Ombuds
- 95  
96 2. Discussing an alleged incident of hazing with a Confidential Resource  
97 will not lead to an investigation or resolution of the incident.
- 98  
99 B. Campus Security Authority personnel are considered mandatory reporters and  
100 must report known or suspected hazing incidents immediately upon learning of  
101 them.
- 102  
103 C. Hazing incidents may be reported through any of the following means:

1. The Office of Public Safety at any location, or to any designated Campus Security Authority.
  2. The Office of the Dean of Student Affairs at any location.
  3. The Title IX Coordinator in the Office of Compliance, Risk, and Ethics at 240-567-4279 or HazingConcerns@montgomerycollege.edu.
  4. The College's confidential online reporting line, [www.montgomerycollege.ethicspoint.com](http://www.montgomerycollege.ethicspoint.com), or the toll-free confidential reporting line, 1-844-572-2198.
- D. Once notice is received from any source, the College will proceed with a preliminary investigation. Where a reported violation is covered by the College's existing policies and procedures, including grievance procedures, the office designated under that policy or procedure will be responsible for investigating the report:
1. Complaints identifying a student respondent will be referred to the process for resolution under 42001: Student Code of Conduct.
  2. Complaints identifying an employee respondent will be referred to the Office of Compliance, Risk & Ethics for assessment and triage under 31000: Code of Ethics and Employee Conduct.
  3. In accordance with College policies and procedures, the Office of Compliance, Risk, & Ethics is authorized to investigate any suspected violation not explicitly under the jurisdiction of another office.
- E. If during an investigation a College employee meets with any individual who reports being hazed, they will be informed of their right to report to law enforcement.

## VI. Violations and sanctions

- A. Students and/or student organizations found in violation of this policy are subject to disciplinary action in accordance with procedures set forth in the College policy 42001: Student Code of Conduct. Sanctions will be based on the circumstances and nature of the violation and include, but are not limited to, a warning, disciplinary probation, community service, participation in education programming, suspension, and dismissal from the College.
- B. If a student activity or organization permits hazing in violation of this policy or other relevant College regulations, penalties may include revocation of the organization's authorization to operate on college property or to function under the college's sanction or recognition.
- C. Employees found in violation of this Policy are subject to action in accordance with the procedures for set forth in College policies 34002: Disciplinary Action and Suspension and 34003: Discharge of Administrators and Staff or, for bargaining unit members, the applicable procedures in the collective bargaining agreement.

158 D. Violations may be subject to criminal penalties pursuant to Maryland law.  
159 Additionally, the College reserves the right to refer violators to law enforcement  
160 authorities.

161

162 VII. Campus Hazing Transparency Report

163

164 A. The College will publish on its website a report summarizing findings concerning  
165 any recognized student organization found to be in violation of this policy to  
166 include: the name of the student organization, a general description of the  
167 violation that resulted in a finding of responsibility, and the pertinent dates.

168

169 B. Statistics for hazing incidents that were reported to campus security authorities or  
170 local law enforcement will also be published in the Annual Security Report and  
171 comply with Clery Act requirements.

172

173

174 \_\_\_\_\_  
Administrative Approval: