

Stop Hazing Act Policy

Dunwoody College of Technology

I. Statement of Commitment

Dunwoody College of Technology (the “College”) is committed to maintaining a safe and inclusive learning environment. As part of this commitment, the College strictly prohibits hazing in all its forms. Hazing undermines community trust and endangers students’ physical and psychological well-being.

This policy is adopted pursuant to the **Stop Campus Hazing Act** and **Minnesota Statutes 135A.155** and applies to all employees, students, student organizations, athletic teams, and any affiliated individuals—regardless of whether the organization is officially recognized by the College. This policy is intended to provide clarity, ensure accountability, and promote transparency in the College’s response to hazing.

II. Definition of Hazing (Stop Campus Hazing Act)

For the purposes of federal reporting and institutional compliance, the term “**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:

- Is committed 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, 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 of a harmful substance 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.

A “**Student Organization**” is an “organization at Dunwoody College of Technology (such as a club, society, association, varsity or junior varsity athletic team, club sports team, or student government) in which two or more of the members are students enrolled at Dunwoody College of Technology, whether or not the organization is established or recognized by the institution”.

III. General Prohibition and Illustrative Examples

Hazing is strictly prohibited. Students, organizations, teams, and employees may not participate in, condone, or remain silent about hazing. Consent is not a defense to hazing. It is also not a defense that the conduct was approved by a Student Organization or occurred “traditionally.” Examples of prohibited hazing conduct include, but are not limited to:

- Whipping, beating, striking, branding, electronic shocking, or placing harmful substances on someone’s body;
- Coercing or inducing sleep deprivation, exposure to the elements, confinement in a small space, or excessive physical exercise;
- Coercing the consumption of food, alcohol, drugs, or any substances;
- Coercing another person to perform sexual acts or endure sexual humiliation;
- Threatening someone or creating a situation where there is a reasonable fear of bodily harm;
- Actions that harm mental health or dignity, including isolation, degradation, or extreme embarrassment;
- Any act that involves a criminal offense under local, state, tribal, or federal law.

IV. Reporting Hazing

All members of the College community have a duty to report known or suspected hazing if they have Reasonable Cause. “Reasonable Cause” to report includes witnessing hazing or receiving a credible report hazing has occurred. Individuals who are present during, witness, or learn about the hazing and fail to report it may also face disciplinary action. Reports may be made:

- In person to the Associate Dean of Student Affairs, studentaffairs@dunwoody.edu
- Through the online Incident Report Form: <https://dunwoody.edu/campus-life/public-safety/incident-report-form/>

V. Amnesty for Reporting

To encourage reporting, the College grants amnesty to individuals who, in good faith, disclose hazing or participate in an investigation—even if their conduct would otherwise constitute a minor violation of the College’s alcohol or drug policies.

Amnesty does **not** apply to more serious conduct, such as physical violence or drug distribution regardless of if it contributed to the hazing. Amnesty is available only once per person or group. The College may still require educational or restorative actions.

VI. Investigation and Conduct Process

When a report is received, the College will initiate a prompt, thorough, and impartial investigation. This includes interviews, document reviews, and a fair opportunity for response. Students, faculty, and staff must participate with honesty and integrity.

Interference in the process—such as lying, intimidation, or withholding evidence—will be treated as a separate conduct violation.

Interim measures (e.g., no-contact orders, suspension from activities, housing relocation) may be imposed during the investigation if needed for safety or campus stability.

VII. Disciplinary Sanctions

Students, faculty, or staff found responsible for hazing may face consequences including, but not limited to:

- Written warnings;
- Community service;
- Educational assignments or training;
- Loss of privileges or leadership roles;
- Probation, suspension, expulsion, or termination of employment.

Student Organizations found responsible may face:

- Required oversight or training;
- Temporary suspension of College recognition;
- Permanent disbandment;
- Monetary penalties or loss of funding.

In determining appropriate sanctions, the College will consider:

- The seriousness of the conduct;
- Whether physical or psychological harm occurred;
- Whether the organization acted collectively;
- The willingness of the individual or group to take responsibility;
- Prior history of similar violations.

VIII. Retaliation and Interference

Retaliation against anyone involved in a hazing report or investigation is strictly prohibited. This includes threats, intimidation, exclusion, harassment, or attempts to discourage participation. Retaliatory behavior will result in separate disciplinary action.

IX. Prevention and Awareness Programming

The College maintains a research-informed, campus-wide prevention strategy, which includes [student training](#).

X. Campus Hazing Transparency Report

As required by the Stop Campus Hazing Act, the College will maintain and publish a Campus Hazing Transparency Report (CHTR) disclosing hazing findings against any Student Organization, team, or group. The report will include:

- The name of such student organization;
- A general description of the violation that resulted in a finding of responsibility, including:

- Whether the violation involved the abuse or illegal use of alcohol or drugs,
- The findings of the institution, and
- Any sanctions placed on the student organization by the institution, as applicable; and
- The dates on which:
 - The incident was alleged to have occurred,
 - The investigation into the incident was initiated,
 - The investigation ended with a finding that a hazing violation occurred, and
 - The institution provided notice to the student organization that the incident resulted in a hazing violation.

CHTR will:

- Be posted on the College's public website;
- Be updated at least twice a year;
- Remain publicly accessible for five years;
- Not include any personally identifiable student information.

XI. Annual Security Report and Legal Disclosures

This policy, along with hazing statistics, reporting procedures, prevention programs, and summaries of applicable law, will be included in the College's Annual Security and Fire Safety Report.