



SECURITY OPERATIONS
& SYSTEMS

Mid Michigan College
Anti-Hazing Policy

**Including Prevention
Programming**

midmich.edu

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Anti-Hazing and Prevention Programming Policy

Mid Michigan College

Introduction

Mid Michigan College (Mid) is committed to ensure a work and learning environment that is positive, secure and safe. This includes prohibiting behavior that would be considered any form of a hazing activity. This Anti-Hazing Policy addresses policies, reporting procedures, and hazing awareness and prevention measures that embody the College's Core Values of People and Integrity.

Memberships in organizations such as student clubs/groups and athletics, provide opportunities for leadership, engagement and enhance the overall student-college experience. These affiliations contribute to a meaningful campus environment. When membership and inclusion in any group is contingent upon acts of hazing, it compromises the health and safety of the individual and diminishes the campus community. Therefore, Mid prohibits any acts of hazing by any student, student organization (including clubs/groups and athletics), or employee (including Mid paid, those on assignment through EDUStaff and third-party contractors). This policy is intended to underscore the College's zero tolerance for acts of hazing, provide policy enforcement procedures and options available for reporting violations, and define violation investigations. It also offers information on intervention and prevention strategies designed to raise awareness about hazing and how to prevent its occurrence, as well as steps the college will take to comply with the Stop Campus Hazing Act.

Policy Statement

In accordance with the Stop Campus Hazing Act signed into federal law on December 23, 2024, the State of Michigan Law on Hazing (MCL 750.411t), Mid's Student Code of Conduct, and this policy, Mid Michigan College strongly prohibits any acts of Hazing by any student, student organization (student clubs/groups), athletics, or employees. This policy places responsibility for individual and group conduct on the individual(s) that facilitate, engage in, or allow hazing to occur against another individual(s). An individual's consent, willingness, or acquiescence to participate in hazing activities is not an excuse or defense for irresponsible behavior. Under this policy, any student, student organization (club, group and/or athletics) or employee found responsible for hazing, whether occurring on or off campus, may face disciplinary action from the college.

Hazing Defined

The Stop Campus Hazing Act (SCHA) introduced the first federal definition of hazing and student organizations. It requires institutions of higher education to include incidents of hazing in the Annual Security Report, as well as publish (bi-annually) a Hazing Transparency Report that will be made available on the college's website. The State of Michigan's definition of hazing is somewhat different but shares some commonalities. Since federal definitions take precedence over state, Mid has adopted the federal definition of hazing for its policy.

Federal Definition of Hazing

The term hazing indicates 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 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 the induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

State of Michigan Definition of Hazing (MCL 750.411t)

Michigan's hazing law, enacted in 2004, prohibits individuals associated with educational institutions (students, employees, or volunteers) from engaging in or participating in hazing. The term hazing means:

- An 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
- Is done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization. Hazing includes any of the following that is done for such a purpose:
 - Physical brutality, such as whipping, beathing, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity.
 - Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subject the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.
 - 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.
 - 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.

A person who violates this law is guilty of a crime punishable as follows:

- If the violation results in physical injury, the person is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than \$1,000.00, or both
- If the violation results in serious impairment of a bodily function, the person is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than \$2,500.00, or both
- If the violation results in death, the person is guilty of a felony punishable by imprisonment for not more than 15 years or a fine of not more than \$10,000.00, or both.

Student Organization Defined

The Stop Campus Hazing Act defines the term **student organization** as any organization of the college (such as a club, society, association, athletic team or club, student government, fraternity or sorority) in

which two or more of the members are students enrolled at the college, whether or not the organization is established or recognized by the college.

Reporting Options

Any student, employee, third-party or bystander who experiences, observes, or becomes aware of conduct that may constitute hazing, is required to report it as soon as possible to Campus Security, the Vice President of Student Services, or by using the online reporting form that is available on the college's [Mid Cares webpage](#) and complete the [Student Conduct Referral Form](#).

If the situation requires immediate assistance from the police, ambulance, or fire, contact 911 immediately.

Reports to the College can be made using any of the formats outlined below:

- **Campus Security**
Harrison Campus: (989) 339-4204, Security Office Room 139
Mt. Pleasant Campus: (989) 339-7323, Center for Student Services, Room 146
Email: security@midmich.edu
- **Director of Campus Safety & Security**
Harrison/Mt. Pleasant Campuses
Phone: (989) 386-6622 ext. 645
Email: ekillian@midmich.edu

Mid's website, online reporting platform: [Mid Cares webpage](#) and complete the [Student Conduct Referral Form](#).

- Access to this form is available 24 hours a day, 365 days a year. Submitted reports may not be viewed outside of normal business hours, on weekends or during college holidays. If there is an immediate risk to health or safety, contact 911.

When submitting a report, it is helpful to include as much information as is known and available at the time of making the report. Suggested information to include: name of organization or individual involved in hazing, name of victim(s), any witnesses (contact information if available), day, date, time of occurrence, location incident occurred, detailed description of the incident, and any supporting documentation (such as photographs, videos etc.). Anonymous reports may be submitted using the online report form and should include the above information.

Reporting to Law Enforcement with Responding Jurisdiction:

Individuals who believe that they have been subjected to hazing are strongly encouraged to notify local law enforcement, as follows:

- Harrison Campus
Clare County Sheriff's Department
255 W. Main Street, Harrison, MI 48625
(989) 539-7166
- Mt. Pleasant Campus
Isabella County Sheriff's Department

5270 East Remus Road, Mt. Pleasant, MI 48858
(989) 772-5911

For incidents occurring at off-campus events or activities, contact 911 or law enforcement with responding jurisdiction. Follow-up with Campus Security.

Amnesty

In the course of good faith reporting, if any individual is found to be in violation of a non-violent conduct issue, no act of retribution from the College will be taken against said individual.

Retaliation

Retaliating in any manner against any individual who reports hazing or who cooperates/participates in a hazing investigation is prohibited and a violation of this policy, as well as the Student Code of Conduct and Employee Nondiscriminatory Harassment Policy. Any person found responsible for engaging in retaliatory behavior may be subject to disciplinary action.

Retaliatory behavior includes, but is not limited to, acts of intimidation, threats, harassment, bullying, or any other adverse action taken against an individual for reporting hazing incidents and/or participating in an investigation.

Confidentiality

The College will maintain confidentiality with respect to reports received and parties involved, to the extent possible. Reports will remain confidential and information will only be shared with those individuals and entities necessary to investigate, adjudicate, and/or resolve the complaint.

Response To Reports of Hazing

All reports of hazing will be reviewed and assessed through the Student Conduct Office. If the reported incident may be in violation of the Hazing Policy, it will be investigated following the [Student Code of Conduct](#), using the resolution procedures outlined in that policy.

Reports of hazing involving an employee will be referred to the Office of College Compliance and Ethics. Compliance and Ethics will investigate the report using the grievance procedures outlined in the [Employee Nondiscriminatory Harassment Policy](#).

Investigations into reports of hazing will be prompt, fair, and impartial; conducted by officials who, at a minimum, receive annual training on the issues related to hazing; officials who do not have a conflict of interest or bias for against the accuser or the accused; consistent with the College's adjudications processes, above, are transparent to the accuser and the accused; and will utilize the preponderance of evidence (more likely than not) standard.

Sanctions

The penalties and sanctions for individuals or student organizations that are found responsible for violating this policy are tiered and outlined below. Each situation will be assessed on a case-by-case basis and penalties/sanctions imposed will be based on the severity of the hazing conduct.

1. An individual will be subject to immediate suspension/expulsion or termination of employment if:
 - a) They are found to have engaged in or contributed to hazing that results in serious physical injury or serious impairment of a bodily function.
 - b) They are found to have engaged in or contributed to hazing that results in someone's death.

2. An individual that is found to have engaged in any other form of hazing; or has a duty to report hazing and if failed to do so; or who attempts to or dissuades/prevents an individual from reporting potential or actual hazing is subject to a range of sanctions as outlined in the Student Code of Conduct (Students) and the Employee Nondiscriminatory Harassment Policy (Employees) including up to suspension/expulsion or termination of employment.

In addition to any of the penalties/sanctions listed above, Organizations (such as student clubs, student government, Phi Theta Kappa, etc.) and Athletics may have additional penalties (listed below) imposed when they have been found in violation of this policy.

Organizations

- Loss of selected rights and privileges for a specified period of time
- Deactivation; loss of all privileges, including College recognition for a specified period of time; possible permanent or interim suspension

Athletics

- Penalties imposed by the Athletic Director or Head Coach, the NJCAA or related athletic conference
- Suspension from practice/competition or removal from a team
- Termination of athletic eligibility
- Cancellation of games and/or remainder of a season

Hazing Prevention Education and Awareness Programming

To impede hazing, Mid will provide educational and prevention programming to the campus community. The programs are intended to stop acts of hazing before they occur. Our educational and awareness opportunities promote positive and healthy behaviors that foster ethical leadership, build group cohesion, encourage safe bystander intervention and seek to change behaviors and social norms.

To ensure that all members of the campus community are aware of Mid's zero-tolerance for acts of hazing, copies of the Anti-Hazing Policy will be distributed annually at the start of each fall semester, to all students and employees via email to their mid email account. Additionally, the policy will be made available on the College's website. For new students that join Mid in the winter or summer semesters, the College will email a copy of the policy to them during the second week of the semester. For employees that join Mid after the annual distribution, they will be provided information about the policy during their on-boarding and through a "Welcome to Mid" email, sent from the Office of College Compliance and Ethics, in conjunction with the Office of Security Operations and Systems. Additionally, hazing awareness will be incorporated into the *First Year Experience* course, along with information about the College's Anti-Hazing Policy and a link to the College's Anti-Hazing webpage.

These educational efforts are intended to:

- Provide the Federal and State definitions of hazing as well as the definition adopted by Mid
- Promote Mid's zero-tolerance for acts of hazing
- Examine various reporting options; including how and to whom reports should be made
- Outline the College's response to reports of hazing, including the investigation process and possible penalties imposed for individuals and/or groups found in violation of the Anti-Hazing Policy

Further, the Athletic Director and Director of Student Life will review the policy with the Coaching Staff and Club Advisors, who in turn will be responsible to provide the following strategies to athletes and club members on an annual basis:

- Education and Awareness – Ensure athletes and student club/organization members are aware of and understand the College’s Anti-Hazing Policy; share information regarding the College’s Anti-Hazing website and how to locate it, as well as how an individual can report hazing; information on the MidCares reporting webpage.
- Bystander Intervention – Encourage individuals to speak up and report hazing when they see it.
- Promote Alternate Traditions – Create positive team-building experiences without harmful practices.

The College will also maintain an Anti-Hazing webpage that will include the Anti-Hazing Policy, Campus Hazing Transparency Report, link to the College’s Annual Security Report, options for reporting hazing, as well as prevention strategies such as: Recognizing the Signs of Hazing, Bystander Intervention, Types of Hazing, and links to external resources.

Lastly, as part of the College’s annual compliance trainings, employees will be required to complete the Hazing Awareness – Faculty and Staff training module. This module provides valuable information on why hazing occurs, the health and legal risks of hazing, and employees’ responsibilities to recognize, address and prevent hazing.

Public Disclosures

Per the Stop Campus Hazing Act, the College is required to include acts of hazing within the Annual Security Report and develop a Campus Hazing Transparency Report.

Annual Security Report

The College is required to include the following Hazing information in the Annual Security Report:

- Hazing incidents that meet the federal definition;
- Incidents committed by registered, recognized, established or unrecognized student organizations;
- Incidents that are reported to Campus Security Authorities or local law enforcement;
- Hazing that occurred on campus-defined Clery Geography;
- Events that include any co-occurring Clery Crimes;
- Statements of current policies related to hazing, as well as prevention programming and awareness programs.

Campus Hazing Transparency Report

The College is not required to develop the Campus Hazing Transparency Report until such time as the College has a hazing violation. Further, the College is not required to update the Campus Hazing Transparency Report for any period where there were no findings of a hazing violation. Upon the development, the Report shall:

- Summarize hazing incidents reported to a Campus Security Authority that resulted in a hazing violation of the College’s Anti-Hazing policy; that
- Are carried out by a registered, recognized, or established student organization;
- Note any incident that occurred in any location that the College’s Anti-Hazing Policy has jurisdiction;
- Be publicly available on the College’s website with:
 - A statement notifying the public of the availability of annual hazing statistics.
 - Information regarding the College’s Anti-Hazing Policy
 - The 5 most recent calendar years of reports.
- Be updated and posted to the website on a semi-annual basis;

- Not contain any personal identifiable information;
- Include the following information:
 - The name of the student organization;
 - A general description of the violation that resulted in a finding of responsibility;
 - Whether the violation involved the abuse or illegal use of alcohol or drugs;
 - The finding of the College;
 - The dates on which the incident was alleged to have occurred;
 - The dates the investigation into the incident was initiated;
 - The dates the investigation ended with a finding that a hazing violation occurred;
 - The dates the institution provided notice to the student organization that the incident resulted in a hazing violation; and
 - Any additional information determined by the College to be necessary or required by state law.

Conclusion

Hazing is a serious offense that can have lasting consequences on individuals, organizations, and the College. When hazing occurs, it permeates the college community and affects student organizations, student groups (whether recognized or not), employees of the College, and the college culture. For that reason, each member of the campus community plays a necessary role in keeping Mid a safe, secure, and equitable place to work and learn. Mid wants to remind you: If you see something, say something!