
Anti-Hazing Policy and Procedures

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I. Philosophy, Purpose, and Scope

Frederick Community College (FCC) is committed to fostering a safe, inclusive, and respectful educational environment. Hazing undermines the dignity, health, and safety of students and staff and is strictly prohibited by college policy, state, and federal law. All forms of hazing, whether occurring on or off campus, in person or online, are forbidden.

This policy applies to all FCC:

- Students, employees, and volunteers
- Student clubs and organizations, whether officially recognized or not
- Activities that occur on or off campus, or virtually, including during events, initiations, or social functions connected to student organizations

Participation in hazing is not excused by a person's willingness to engage in such acts. Consent is not a defense under this policy or state law.

II. Definitions for this Policy and Procedure

- Code of Student Conduct:** Set policy and procedures outlining the behaviors expected of students and the procedures followed by FCC in addressing violations of these behaviors.
- College community:** Refers to trustees, students, and all employees of the College, as well as any independent contractors or other third parties to the extent articulated under contractual agreements
- Confidentiality:** The principle ensuring that information related to student conduct cases is only shared with individuals who have a legitimate need to know in accordance with applicable laws and college policies.
- Educational Interventions:** Measures designed to educate students about the consequences of their actions and to facilitate their understanding and adherence to community standards.
- Faculty:** refers to any person hired or retained by the College to conduct classroom instruction.
- Hazing:** is any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other people) against another person or persons, regardless of the willingness of such other person or persons to participate, that:
 - is committed during an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

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- causes or creates a risk, above the reasonable risk encountered during 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:

1. whipping, beating, striking, electronic shocking, placing harmful substances on someone's body, or similar activity;
2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
4. causing, coercing, or otherwise inducing another person to perform sexual acts;
5. any activity that places another person in reasonable fear of bodily harm using threatening words or conduct;
6. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
7. 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.

- G. **Sanction:** Penalties imposed on students who are found responsible for violating the Anti-Hazing Policy, intended to educate and rehabilitate the student and ensure community safety.
- H. **Staff:** Refers to any person hired or retained by the College to conduct instructional, business, and management functions of the College operations.
- I. **Student organization:** is defined as "an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution".
- J. **Student:** Refers to an individual who is registered at the College, either full or part-time, in a credit or continuing education class or classes, who has either paid or planned for payment of tuition and/or fees.
- K. **Student Conduct Administrator:** The individual designated by the Office of the Vice President for Student Experience to manage the student conduct process.

III. Responsible Senior Leader and Responsible Office

Vice President for Student Experience
Vice President for Talent and Culture

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IV. Entities Affected by this policy and procedures

The College community

V. Prevention

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

- A. Posting this policy on the College website
- B. Inclusion of policy in new student orientation
- C. Making anti-hazing online training available to all students and employees. Such anti-hazing training shall include information regarding hazing awareness, prevention, intervention, and the College's policy.
- D. Requiring the student government association, student athletes, leaders of registered student clubs, and other organizations and groups, to 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.
- E. The College shall also require all staff and volunteers who advise or coach a student club, organization, or sport recognized by or operating under the sanction of the College and who have direct contact with students to undergo mandatory training on hazing. This training shall include information on hazing awareness, hazing prevention, and the institution's policy, including how to report incidents.
- F. Providing educational programming and workshops on hazing awareness and prevention for the College community.

VI. Reporting Hazing

All members of the College community must report known or suspected hazing incidents and are encouraged to do so promptly to maximize the College's ability to respond and take appropriate action, including obtaining evidence and conducting a prompt and equitable investigation.

- A. The policies at FCC work together to support a holistic approach to student conduct and welfare in our college community. Information may be shared among Title IX, Academic Integrity, and BERT administrators as necessary to address specific issues, while adhering to confidentiality and legal standards. This integrated approach ensures that FCC responds effectively to various student needs and concerns, maintaining a safe, respectful, and inclusive educational environment.
- B. Every reasonable effort will be made to maintain the privacy of those making a report to the extent possible. In all cases, FCC will consider the party bringing

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forward a report with respect to how the matter is pursued. FCC may, when necessary to protect the community, initiate an investigation or take other responsive actions to a report, even when the person identifying a concern chooses not to participate in a resolution process and/or requests that FCC not investigate.

- C. The College will be as thorough as possible in the assessment and investigation of anonymous reports.
- D. FCC prohibits retaliation against any person who reports hazing or participates in an investigation. All reports will be taken seriously and investigated promptly and fairly.
- E. Campus Security Authority personnel are considered mandatory reporters and must report known or suspected hazing incidents immediately upon learning of them.
- F. Hazing incidents may be reported through any of the following means:
 - i. The Public Safety Office, or to any designated Campus Security Authority
 - ii. The Office of the Vice President for Student Experience, or designee (e.g., Associate Vice President for Student Engagement and Wellness)
 - iii. The College's online reporting form: [Maxient Student Code of Conduct Report Form](#).
- G. The Office of the Vice President for Student Experience's designee will be responsible for monitoring incoming reports.
- H. 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.
- I. Complaints identifying a student respondent will be referred to the Office of the Vice President for Student Experience, through the process for resolution under the Code of Student Conduct.
- J. Complaints identifying an employee respondent will be referred to the Office of the Vice President for Talent and Culture.
- K. 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.

VII. Sanctions

- A. Students found in violation of this policy are subject to disciplinary action in accordance with procedures set forth in the Code of Student Conduct. Sanctions will be based on the circumstances and nature of the violation and include, but are not limited to, a warning,

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disciplinary probation, community service, participation in education programming, suspension, and dismissal from the College.

- B. If a student activity, club, or student 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 will be sanctioned by the Office of the Vice President of Talent and Culture, or designee; for bargaining unit members, the applicable procedures in the collective bargaining agreement.
- D. Violations may be subject to criminal penalties pursuant to Maryland law. Additionally, the College reserves the right to refer violators to law enforcement authorities.

VIII. Transparency and Annual Reporting

- A. The College will publish on its website a Campus Hazing Transparency Report summarizing findings concerning any recognized student organization found to be in violation of this policy, to include: the name of the student organization, a general description of the violation that resulted in a finding of responsibility, and the pertinent dates. This will be updated twice a year.
- B. Statistics for hazing incidents reported to campus security authorities or local law enforcement will also be published in the Annual Security Report, complying with [Clery Act requirements](#).

IX. Related Policies and Procedures

- A. [Alcohol, Tobacco, Opioid, and Other Drug Awareness](#)
- B. [Code of Conduct for Visitors, Guests, and Volunteers](#)
- C. [Code of Student Conduct](#)
- D. [Complaint Policy and Procedures for Employees](#)
- E. [Complaint Policy and Procedures for Students](#)
- F. [Employee Code of Ethics](#)
- G. [Employee Misconduct](#)
- H. [Non-Discrimination](#)
- I. [Student Absence and Withdrawal](#)
- J. [Student Athlete Concerns about Athletic Programs and Activities](#)
- K. [Technology Use](#)
- L. [Title IX and Sex Discrimination Policy and Procedures](#)