

ADMINISTRATIVE POLICY

HAZING

This policy pertains to employees and students.

Hazing is any action or situation intentionally created that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group, club, or team, whether new or not, regardless of the person's willingness to participate. Hazing is further defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization.

While positive initiation traditions can serve as building blocks to camaraderie, it is important to recognize when an activity constitutes hazing. Further, it is important to note that social pressure can constitute forced or requisite participation, **even if the activity is claimed to be voluntary.**

The following behaviors and activities constitute hazing:

- Actions that recklessly or intentionally endanger the physical and mental health or safety of students.
- Forced or required consumption or purchase of any food, liquor, drug, beverage, water, or any other substance.
- Forced or required participation in physical activities, such as calisthenics, exercises, or so-called games.
- Forced or required participation in scavenger hunts or quests that endanger the physical or mental health of students.
- Requiring or enticing others to violate any State or Federal laws or FVTC policies.
- Forced exposure to weather.
- Excessive fatigue resulting from induced sleep deprivation, physical activities, or exercise.
- Assignment of activities that would be morally offensive to potential new members.
- Physical brutality, including paddling, striking with fists, open hands, or objects, and branding.
- Kidnapping and forced transportation or stranding of individuals, and any activities involving blindfolds of any sort.
- Verbal abuse, interrogations, and berating individuals.
- Forced or required conduct that could embarrass or adversely affect the dignity of the individual, including the performance of public stunts.
- The intentional creation of clean-up work or labor for new members by active members or alumni.
- Denial of sufficient time to study.
- Forced or required nudity or lewd behavior.
- Forced or required to wear or carry items that the student would not normally need or want to carry or wear.

Note: An active member participating in any of these activities along with inductees does not mean that the activity is not hazing.

Hazing does not include legitimate academic or curriculum-based requirements, such as coursework, assignments, or supervised educational activities that are part of a recognized academic program and conducted in accordance with institutional policies.

Federal Hazing Law

This policy is in compliance with Section 486(f)(i) of the Higher Education Act of 1965 (20 U.S.C.1092(f)(1) that requires a statement of current policies relating to hazing (as defined by the institution), how to report incidents of such hazing, and the process used to investigate such incidents of hazing, and information on applicable local, State, and Tribal laws on hazing (as defined by such local, State, and Tribal laws).

Wisconsin Hazing Law

A student, group, organization, or team found responsible for hazing will be subject to disciplinary action. Hazing is also a violation of the criminal statutes of the State of Wisconsin. Accordingly, students may also be charged with alleged violations of this statute (Wis. Stat. §948.51) by state law enforcement authorities.

Adjudication Process

When FVTC receives an allegation of an instance of hazing, the allegation will be recorded in a Maxient report document. Every allegation will be investigated by a member of Campus Security and/or Student Conduct. Members of the alleged organization will be interviewed as needed and will have the opportunity to respond to the allegation(s). Any evidence will be collected, and an investigative report will be compiled and made available to the students involved.

In many cases the student(s) involved will face disciplinary action separate from an organizational review. Students who are involved and charged with hazing will be subject to the Student Conduct process. Please refer to the [Code of Conduct – General](#) for more information on the student conduct process.

Individuals found responsible for Hazing are subject to sanctioning up to and including expulsion from the college. A hold on registration is placed until completion of sanctions in cases of suspension. At each level, other educational sanctions may be included for the purpose of preventing future violations. These other sanctions may include:

- Education Modules
- Papers
- Creation and Presentation of Training Related to the Incident
- Probation
- Restitution
- Community Service
- Loss of Privileges
- Behavioral Requirement
- Eligibility Restriction
- No-Contact Order
- Suspension
- Expulsion

In addition to individual students being held accountable for their personal violations of college policy, the organization involved may be subject to an organizational review. An organizational review through the Student Organization and Leadership office will seek facts of the matter and consider how it will impact the student organization. For more information on organizational reviews, refer to the Student Organization Handbook. Outcomes for organizations may include:

- Creation and presentation of educational materials related to the incident to student life and conduct staff.
- Suspension of campus account access and SGA funding.
- Suspension of the student organization for a period appropriate for the violation.
- Loss of recognition of the student organization by the campus.

Training

Training sessions will be offered to both students and club/organization advisors on an annual basis. Training will include the definition of hazing, examples of hazing, how hazing can be prevented, how to report hazing, and some skill building exercises. Additional training will be provided on an as needed basis or if requested by an organization.

Resources

Reports may be made by any student, faculty, staff or administration member, or by a person unaffiliated with Fox Valley Technical College.

Alleged violations of the hazing policy shall be reported to any of the following:

- Campus Security
- Student Conduct Staff
- Student Engagement Staff

Adopted: 06/16/2025

Reviewed:

Revised: N/A