



THE SCIENCE OF SUCCESS.

North Dakota State College of Science

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Owner **Melissa Johnson:**

Associate Vice

President of

Student Affairs

Area **Student Affairs**

Anti-Hazing Policy

Applies to:

This anti-hazing policy applies to **all members of the college community**, including students, faculty, staff, and visitors. It encompasses the actions of all student organizations, such as athletic teams, student clubs and organizations, and any other affiliated groups or associations.

Preventing hazing is a shared responsibility — each individual and organization within the NDSCS community is expected to uphold and contribute to a college culture where students are empowered to thrive free from coercion, abuse, or harm.

Purpose:

Through this policy, the North Dakota State College of Science (NDSCS) reinforces its commitment to fostering a safe and respectful learning environment by clearly affirming that hazing is contrary to our institutional values, violates college policy, and is prohibited under **North Dakota Century Code (NDCC) Chapter 12.1-17**, including **Section 12.1-17-10 – Hazing** and the **Stop Campus Hazing Act**, enacted December 23, 2024, which amends the Jeanne Clery Campus Security Act (Clery Act).

This policy is designed to:

- Prevent hazing through proactive education, training, and community engagement;
- Ensure consistent investigation and response to hazing allegations;
- Promote accountability for individuals and organizations engaging in or condoning hazing;
- Provide clear protocols for the documentation and public disclosure of hazing incidents, as required by the Stop Campus Hazing Act;
- Meet federal obligations for annual reporting and inclusion of hazing data within the Clery

Scope:

This policy applies to all acts of hazing regardless of location, circumstance, intent, or consent of participants. It covers behavior that occurs on or off college property, during official organization activities or informal gatherings, and through any means – whether in person, online, or via third parties.

Definitions:

Hazing

Federal Definition: Stop Campus Hazing Act

The Stop Campus Hazing Act defines hazing as 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 including 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 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.

State Definition: North Dakota Century Code § 12.1-17-10

This state-specific definition is used for legal purposes and can play a role in criminal investigations or legal proceedings involving hazing. North Dakota's anti-hazing law is outlined in the North Dakota Century Code, which states:

- A person is guilty of an offense when, in the course of another person's initiation into or affiliation with any organization, the person willfully engages in conduct that creates a

substantial risk of physical injury to that other person or a third person. As used in this section, "conduct" means any treatment or forced physical activity that is likely to adversely affect the physical health or safety of that other person or a third person, or which subjects that other person or third person to extreme mental stress, and may include extended deprivation of sleep or rest or extended isolation, whipping, beating, branding, forced calisthenics, overexposure to the weather, and forced consumption of any food, liquor, beverage, drug, or other substance. The offense is a class A misdemeanor if the actor's conduct causes physical injury, otherwise, the offense is a class B misdemeanor.

Student Organization

For the purpose of this policy, a student organization at NDSCS is any organization at NDSCS, such as a club, society, association, athletic team, band, or student leadership group, in which two or more of the members are students enrolled at NDSCS, whether or not the organization is established or recognized by the institution.

Policy:

General

- Hazing is strictly prohibited.
- Any solicitation to engage in hazing is prohibited.
- Aiding and abetting another person who is engaged in hazing is prohibited.
- Having knowledge of hazing and failing to report it is prohibited.
- It is not a defense to a violation of this policy that the hazing victim consented to or acquiesced in the hazing activity.
- All students, faculty, and staff must take reasonable measures within the scope of their individual authority to prevent violations of this policy.

Reporting

Alleged violations of this policy by students, student organizations, or employees can be reported by:

- Completing a NDSCS Concern Form.
- Contacting the NDSCS Police Department at 671-2233 or dialing 9-1-1 if an emergency.

Investigation & Response

- Any violation involving a crime, an emergency, or an imminent threat to the health or safety of any person should be reported immediately by dialing 9-1-1 to reach local law enforcement officials.
- Student violations of this policy will be forwarded to the Associate Vice President of Student Affairs who will refer the matter for investigation. Investigations involving students will be conducted thoroughly and impartially, consistent with due process and the Student Conduct Process outlined in the NDSCS Student Code of Conduct.

- Interim protective or remedial measures may be implemented — including no-contact orders, activity restrictions, or temporary suspension of individuals or organizations — to ensure safety and prevent retaliation.
- Employee violations of this policy are subject to disciplinary action in accordance with NDSCS policies and procedures on employee misconduct. Reports involving employees will be forwarded to the Executive Director for Human Resources, who will refer the matter for investigation by the appropriate administrator or supervisor.
- Any student or employee found to have engaged in hazing may face disciplinary action, which may include:
 - Student probation, suspension, or expulsion.
 - Employment probation or termination.
 - Counseling or educational requirements on hazing prevention.
 - Legal consequences as determined by local or state law.
- Any student organization found to have participated in or condoned hazing may face disciplinary action, which may include:
 - Suspension or revocation of the organization's official recognition by NDSCS.
 - Mandatory participation in hazing prevention education.
 - Probationary periods or limitations on organizational activities.
- Criminal acts involving hazing may be referred to law enforcement for potential investigation and prosecution.
- Referral to law enforcement does not preclude the College from conducting its own student conduct proceedings, which may occur concurrently and result in institutional sanctions regardless of external outcomes.

Reporting & Transparency

Annual Security Report (ASR)

Incidents will be documented and disclosed in the College's Annual Security Report (ASR), as required by the Clery Act. The ASR is published annually by October 1 and is made publicly accessible through the College's website. Printed copies are available upon request from the NDSCS Police Department.

Campus Hazing Transparency Report

In accordance with the Stop Campus Hazing Act, NDSCS will make the Campus Hazing Transparency Report publicly available on the College website. NDSCS will update the report annually on December 1st and June 1st. The report will disclose detailed, non-identifiable information regarding any established or recognized student organization found to be in violation of the institution's standards of conduct relating to hazing as defined by this policy. The report will include:

- Name of student organization

- Description of violation
 - Must include whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the investigation and any sanctions placed on the organization
- Date incident was alleged to have occurred
- Date investigation was initiated
- Date investigation ended with a finding of hazing violation
- Date institution provided notice to organization of outcome

The data will be posted on the NDSCS website, accessible to all students, parents, and the public, as required by the Clery Act.

Prevention & Awareness Programs

NDSCS is committed to cultivating a college culture where all students, staff, and faculty are empowered to prevent hazing, intervene when harm is imminent, and foster communities grounded in respect, inclusion, and ethical leadership.

In accordance with applicable federal and state laws, NDSCS will provide research-informed college-wide prevention and awareness programming designed to reach students, staff, and faculty. Education and training is available through:

- On-line training modules
- Awareness campaigns - digital and print

Annual Review and Continuous Improvement

Prevention and awareness program materials are reviewed annually. Ongoing updates will be made to reflect evolving research, laws, and institutional needs.

Where to Obtain Additional Information

For additional information about hazing prevention, reporting procedures, or the implementation of this policy, students and employees may contact the Associate Vice President for Student Affairs, the Human Resources Department, or NDSCS Police. Resources are also available on the College's website.

Approval Signatures

Step Description	Approver	Date
Final Approval	Rod Flanigan: President	6/25/2025
President's Advisory Council	Sandi Gilbertson: Exec Director Human Resources	6/24/2025

Policy Owner

Melissa Johnson: Associate
Vice President of Student
Affairs

6/24/2025

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