

BOARD POLICY

WESTERN IOWA TECH COMMUNITY COLLEGE

	Series Number: 208.01
Title	All Personnel
	Hazing Policy

Western Iowa Tech Community College prohibits any form of “hazing” in its programs, activities, and by student organizations. This Policy sets forth the College’s procedures for handling reports of hazing, the potential consequences for engaging in hazing, information on WITCC’s hazing prevention and awareness programs, and the College’s reporting and publication requirements.

Policy Definitions

For purposes of this Policy:

“Student organization” means any organization at WITCC in which two or more of the members are enrolled students, whether or not the student organization is established or recognized by WITCC. This includes clubs, societies, associations, athletics teams, fraternities, sororities, bands, or student government.

“Hazing” means any intentional, knowing, or reckless act committed by a person, or in concert with others, against another *regardless of their willingness to participate* that:

- (1) Is committed in the course of initiation into, affiliation with, or the maintenance of membership in, a student organization; and
- (2) Causes or creates an unreasonable risk of physical or psychological injury, including any activity which places another person in reasonable fear of bodily harm through the use of threatening words or conduct and any activity that includes, induces, causes, or requires another person to perform a criminal violation of state or federal law.

This includes whipping, beating, striking, electronic shocking, or placing a harmful substance on someone’s body. It includes causing, coercing, or otherwise inducing: sleep deprivation; exposure to the elements; confinement in a small space; extreme exercise; consuming food, liquid (including alcohol), drugs, or other substances; or the performance of sexual acts.

Reporting Hazing and Investigations

Date of Adoption		Legal Reference: (Code of Iowa)
Date of Last Revision		
Date of Current Revision	4/9/2025	Date of Last Review:
Related Administrative Procedures and Cross References		§ 708.10

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All forms of hazing must be reported to the Dean of Students, Title IX Coordinator, or other College administrator. If any campus official or employee such as a coach, sponsor, adviser, or residence life staff member receives a report or becomes aware of an alleged hazing incident, they should report it to one of the afore-mentioned College administrators.

All allegations of hazing will be taken seriously and investigated. Allegations against students and/or student organizations will be handled under the Student Code of Conduct policies and procedures. Any allegations against faculty or staff will be investigated and handled under applicable employee policies, procedures, and law.

Consequences for founded incidents of hazing can include discipline up to and including suspension or expulsion for students, serious sanctions for student organizations, and termination of employees.

Allegations of hazing may also be reported to law enforcement for criminal investigation.

Clery Act Statistical Reporting and Stop Campus Hazing Act Transparency Report

In accordance with the Clery Act, statistical information on hazing incidents within the College's Clery geography are included in the Annual Security Report which is distributed to the campus community each year on or before October 1st.

WITCC will also collect information on hazing incidents involving established or recognized student organizations and publish a Campus Hazing Transparency Report on its website, if there are violations to report, in accordance with the Stop Campus Hazing Act. If there are violations, the College will update the Transparency Report at least twice a year with the following information:

- A statement notifying the public of the annual availability of the College's hazing statistics in the Annual Security Report;
- Information about this Policy and Iowa's hazing law; and
- For each period of time since the last update, the following information about each finding of responsibility for a hazing violation against a student organization:
 - The name of the student organization;
 - A general description of the hazing 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;
 - The dates on which the hazing was alleged to have occurred, when the investigation was initiated and ended, and when the student organization was notified of the violation.

Neither the statistical information in the Annual Security Report nor the Campus Hazing Transparency Report will include any student's personally identifiable information, as defined by the Family Educational Rights and Privacy Act ("FERPA"). Past Transparency Reports will be maintained by WITCC for at least five ("5") calendar years from the date of publication.

Iowa Law on Hazing

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In addition to this Policy, hazing is also prohibited under Iowa criminal law. Iowa Code § 708.10 defines hazing as any intentional or reckless act involving forced activity that endangers the physical health or safety of a student, carried out for the purpose of initiation into, admission to, or affiliation with any organization operating in connection with the College—regardless of the student’s willingness to participate.

“Forced activity” includes any physical brutality, such as whipping, forced confinement, or other acts that pose a threat to a student’s health and safety.

Under Iowa law, hazing is a simple misdemeanor. However, if the hazing results in serious bodily injury, it is classified as a serious misdemeanor.

Prevention and Awareness Programs

It is the policy of WITCC to develop and offer prevention and awareness programs related to hazing. These programs will be research-informed and campus-wide, and designed to reach students, faculty, and staff with information about:

- This Policy, including how to report incidents of hazing and WITCC’s processes used to investigate incidents of hazing;
- Iowa’s hazing law; and
- Primary prevention strategies intended to stop hazing before hazing occurs, which may include skill building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing.