

## Anti-Hazing Policy

### I. Policy Statement

The College of Southern Maryland is committed to promoting a safe, healthy, respectful and inclusive campus environment for its students, faculty, staff and visitors. Hazing presents a serious risk to the health and safety of students. The College will not tolerate hazing activities by any individuals, groups, teams, or student organizations. This policy complies with the Maryland Anti Hazing Law and federal Stop Campus Hazing Act (SCHA).

### II. Scope of Application

This Policy applies to all College students, Student Organizations and other persons working with a Student Organizations, which could include employees and volunteers. This Policy applies to conduct that occurs on or off College property between two or more people affiliated with the College by virtue of their student, employee, alumni, former student, trustee, director, parent/guardian, or specific Student Organization affiliation status. Student Organization can be any club, society, association, athletic team, fraternity, sorority, student government, in which the College has one or more enrolled students, whether or not the organization is established or recognized by the College.

### III. Prohibited Conduct

Hazing, as consistent with the Maryland Anti-Hazing law, the SCHA and Student Code of Conduct, means intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a student into or with a Student Organization, or for the purpose of continuing or enhancing student's membership or status in a Student Organization, causing, coercing or forcing a student to do any of the following:

- Violate federal or state criminal law;
- Consume any food, liquid, alcoholic liquid, illegal drug or other substance which subjects a student to a risk of emotional or physical harm;
- Endure actual physical harm, including whipping, beating, branding or other physical activities that would adversely affect the mental or physical health or safety of the student;
- Engage in any activity that would subject the student to extreme mental stress, such as sleep deprivation, exclusion from social

contact, exposure to the elements, confinement in a small space, or other similar activity;

- Perform sexual acts;
- Engage in any activity that places them in objectively reasonable fear of bodily harm by threatening words or conduct.

Hazing does not include the reasonable and customary risks associated with participation in athletic or law enforcement training, contests, competitions or events. It is not a defense that the consent of the student-victim was sought or obtained. It is also not a defense that that conduct was sanctioned or approved by a Student Organization or the College.

#### IV. Procedures

##### A. Reporting

Any member of the College community who believes they have witnessed, experienced, or are aware of conduct that violates this Policy must report it to the Office of Student Conduct or Public Safety Department as soon as possible. A report may also be made to local law enforcement. Reports may also be submitted online in accordance with the instructions for submitting complaints of behavioral misconduct as outlined in the Student Code of Conduct.

The College is committed to reviewing all reports of hazing. Anonymous reports will be accepted; however, the College's ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.

Any person who believes that another person is in serious physical danger shall immediately call 911 to obtain immediate medical assistance.

Retaliation against any person who reports an incident of hazing or participates in an investigation of a complaint of hazing is prohibited. Retaliation includes, but is not limited to, intimidating, threatening, coercing, or discriminating against any party involved in the investigation. Students found responsible for retaliation will be subject to disciplinary action under the Student Code of Conduct.

##### B. Investigation and Determination

The Office of Student Conduct will coordinate the investigation of hazing allegations. When appropriate, other College offices may handle certain aspects

of the College's response. For example, allegations of a violation of this Policy by an employee may be addressed by Human Resources. Any violation of this Policy by a student or Student Organization will be deemed a violation of the Student Code of Conduct. The hazing allegation will be investigated and resolved in accordance with established procedures in the Student Code of Conduct. Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency.

#### C. Disciplinary Sanctions

Anyone found responsible for violating this Policy may face disciplinary action. Students found responsible are subject to the full range of sanctions outlined in the Student Code of Conduct, up to and including expulsion. Student organizations may be placed on probation or suspended, lose privileges, lose College funding or recognition. Students may also be subject to criminal charges and sanctions for violations of federal or state laws. Employees found responsible for violating this Policy may be subject to corrective or disciplinary action, up to and including termination.

#### V. Bi-Annual Public Reporting

The College will create, publish and update a Campus Hazing Transparency Report including all violations of this Policy that are reported to the College and which result in a charge of a violation of this policy or a charge of a violation of federal or state laws. **(Link to Transparency Report here.)** The College will update the report bi-annually on January 1 and August 1 of each year and will post the updated report on the College's website.

#### VI. Hazing Awareness and Prevention Programs

The College will offer research-informed hazing awareness and prevention programs that are available campus wide for students, faculty and staff. Students will be provided training and education regarding hazing, which includes hazing awareness, prevention, intervention, and the anti-hazing policy. The training can be completed in person or online and will be offered to all students at least once during the student orientation or other curriculum.

All students seeking membership in a student organization and all employees and volunteers working with a student organization will also receive hazing training and education that includes hazing awareness, prevention, intervention, and the anti-hazing policy.

The College will also make available research-informed prevention programs and strategies to the College community at times and in formats most appropriate to them.

This anti-hazing policy, or a summary and link to the location of the full policy, will be included in the Student Handbook and the College-wide Policies and Procedures Manual.

Approved By: Executive Cabinet June 11, 2025

Effective Date: June 23, 2025

Policy Owner: VP, Student Equity and Success

Policy Administrator: Exec Dir, Student Conduct

Next Review Date: June 1, 2027

Relevant Laws: Maryland Anti-Hazing Law, Criminal Code, Section 3-607

Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics  
Act, 20 U.S.C. Section 1092(f)

Section 485(f) of the Higher Education Act of 1965 (20 U.S.C. ; 1092 et seq.)

Related Documents: Student Code of Conduct