

Anti-Hazing Policy

Date implemented: June 2025

Policy

In compliance with the Stop Campus Hazing Act, this policy sets forth Reading Area Community College's strict prohibition against hazing.

All student clubs, student organizations, and student athletic teams (hereafter referred to as organizations) and any individual members of these organizations are prohibited from engaging in any form of hazing with other members or potential members. Students and organizations shall be held accountable for violating this policy.

Definition

"Hazing" is defined as any intentional or unintentional action taken or situation created, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment or ridicule for the purpose of initiation, admission, affiliating or as a perceived condition of continued or enhanced membership or status in any student organization recognized by Reading Area Community College. Such activities and situations, with or without expressed or implied consent of the victim, may include but are not limited to:

- Any activity that causes or requires the student to perform a task that involves violation of the College Code of Conduct, or local, state or federal law.
- Any activity requiring the consumption of food, alcohol, liquid, drugs, or other substances, which subjects the student to a risk of emotional or physical harm.
- Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, required calisthenics, exercise or other games requiring physical exertion, or other activity that subjects the student to a risk of harm or that adversely affects the mental or physical health or safety of the student.
- Any activity that intimidates or threatens a student with exclusion from social contact, subjects a student to mental stress, embarrassment, shame or humiliation, or adversely affects the mental health or dignity of the students, or discourages the student from remaining in school.
- Endure brutality of a sexual nature (including sexual abuse or sexual acts).
- Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on the body.
- Endure any other activity that creates a reasonable likelihood of bodily injury or emotional distress to the student.

- Having knowledge of hazing but failing to stop or report it.

Hazing is prohibited regardless of whether the conduct results in any emotional, mental, or bodily injury or whether the individual has consented to the hazing activity. Hazing does not include reasonable and customary athletic, law enforcement or military training, contests, competitions, or events.

Sanctions listed below do not prevent and may be in addition to any legal or civil penalties resulting from the same incident or incidents.

Reporting and Investigating Hazing Violations

Alleged violations of this policy should be reported to the Dean of Student Affairs or the Director of Safety and Security. Allegations will be investigated by the Dean of Student Affairs or the Director of Safety and Security. Organizations are subject to this policy and the same procedures, due process, and sanctions as outlined for students in the Student Code of Conduct.

Education

RACC understands the importance of providing a safe community, free of hazing. To support this endeavor, RACC will provide our students participating in student organizations a copy of this policy, including the institution's rules and outcomes for violating this policy each Fall and Spring semester.

In accordance with state law, RACC maintains a report of all violations of the institution's antihazing policy or Federal or State laws related to hazing that are reported to the institution. This information is available on the College's website.