

3.180.00 - Anti-Hazing

Purpose

Waubonsee Community College is committed to fostering a safe, respectful, and inclusive environment that addresses and seeks to prevent hazing in all forms in compliance with all applicable state and federal laws.

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Adopted: 06/18/2025

Reviewed/Revised: DATE

Formerly:

Policy

As set forth in this policy, hazing and failure to report hazing are strictly prohibited in the College's educational programs and activities. This includes, but is not limited to, activities occurring on or off-campus in connection with a College-sponsored organization, program, or activity, during official team or student organization activities, or in informal team or student organization settings. Hazing and failure to report hazing are also prohibited by the Illinois Criminal Code of 2012.

Any student-athlete who witnesses or experiences hazing is required to report the incident to their coach, athletic director, another trusted College staff member, or anonymously through the College's designated on-line reporting system. Any employee who witnesses, experiences, or receives a report of hazing is required to report the incident or relay the report to the Dean for Student Engagement or the Chief Human Resources Officer (CHRO).

Any reported violation of this policy committed by a student will be investigated as a violation of the Student Code of Conduct and in accordance with the applicable processes outlined in the Student Code of Conduct. Any reported violation committed by an employee will be investigated in accordance with the College's procedures for reports of discrimination or harassment by an employee. Where hazing or a failure to report hazing is determined to have occurred, appropriate remedial and corrective action will be taken.

In addition to the reporting and investigation processes referenced in this policy, the College's hazing prevention and awareness program will include prevention strategies intended to stop hazing before it occurs. These strategies will include such communications and training as the administration deems appropriate to reach students, staff, and faculty about topics that may include, but are not limited to, this policy, skill-building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing.