

<b>SUPERSEDES: 5/2015</b>	<b>SECTION:</b> Academic & Student Affairs
<b>POLICY AND PROCEDURE MANUAL          MERCY COLLEGE OF OHIO, TOLEDO, OHIO</b>  Signature on file  Signature: Dr. Susan Wajert, President	<b>CODE NO.</b> 503
	<b>SUBJECT:</b> Hazing Policy
	<b>DATE ORIGINATED:</b> 05/2015
	<b>DATE COMMITTEE BOARD APPROVED:</b> 05/22/2018
	<b>DATE BOARD APPROVED:</b> 06/12/2018
	<b>DATE OF NEXT REVIEW:</b> 2021 April 1-30

**Policy: Hazing**

**PURPOSE:**

Mercy College of Ohio (“the College”) is committed to providing an environment of well-being, learning, and accountability for its members.

**DEFINITION:**

“Hazing” is the act or coercing of another, including the person being hazed, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person.

**POLICY:**

The College Hazing Policy is grounded in three standards and applies to both individuals and groups:

- (1) Compliance with governing law and College policies;
- (2) Respect for the College community, through the prevention/zero tolerance of hazing;
- (3) Accountability for reporting hazing.

This policy informs students of their individual and community responsibilities regarding hazing, and the College's response to Hazing Policy violations. The policy refers to College students whether they are on or off campus.

The Vice President of Student Affairs/Dean of Students (VPSA) has primary responsibility for enforcement of this policy. The VPSA/Dean of Students and/or his/her designee will impose or modify sanctions for violations of this policy, as they deem appropriate in their sole discretion.

Any student who participates in hazing is subject to disciplinary action, up to and including dismissal, pursuant to the Student Code of Conduct.

It is also a violation of policy for an administrator, staff, or faculty member to permit the hazing of any person. College employees who observe or otherwise become aware of hazing (1) must

make a reasonable attempt to prevent it and (2) must immediately report the situation to the Vice President of Student Affairs/Dean of Students. When determining whether this policy has been violated, the College will consider whether the employee knew or reasonably should have known of the hazing and failed to take appropriate action.

---

Board Approved: 06/12/2018

Board Committee Approved: 05/22/2018

Revised: January 2018 (*Revised Purpose, added Definitions section, reassigned owner to VPSA/Dean of Students*)

Board Approved: 09/08/2015

Board Committee Approved: 08/25/2015

New Policy