

# Pennsylvania College of Technology

## Policy Statement

**Title:** Hazing

**Number:** P7.32

**Approved by:**  
Presidential Action

**Approved Date:** 12/2019  
**Implementation Date:** 12/2019  
**Last Review Date:** 1/2024  
**Last Revision Date:** 1/2024

**Persons/Departments Affected:**

All Penn College Students and Employees

**Responsible Department:**

Student Affairs

**Definitions:**

**Employees** – All currently employed faculty and staff including full-and part-time, as well as applicants for employment, as applicable.

**Students** – All currently enrolled students including full-and part-time, degree and non-degree, as well as applicants for admission, as applicable.

**Reporting Party** – The person impacted by alleged incident of hazing.

**Responding Party** – The person who has allegedly engaged in acts of hazing.

**Hazing** - Hazing, which includes any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any group or organization, the willingness of an individual to participate in such activity notwithstanding.

**Aggravated Hazing:** A person commits the offense of aggravated hazing if the person commits a violation of Hazing that results in serious bodily injury or death to the minor or student; and 1. The person acts with reckless indifference to the health and safety of the minor or student; or 2. The person causes, coerces, or forces the consumption of an alcoholic liquid or drug by the minor or student.

**Organizational Hazing:** An organization commits the offense of Organizational Hazing if the organization intentionally, knowingly, or recklessly promotes or facilitates a violation of Hazing or Aggravated Hazing.

**Serious Bodily Injury** - Injury which creates a substantial risk of death or which causes serious, permanent disfigurement, or protracted loss or impairment of the function of any bodily member or organ.

**Cyber-hazing** - Any practice of rituals and other activities performed online or using the internet, involving harassment, abuse or humiliation used as a way of initiating a person into a group.

**Organization** - Includes any of the following:

A fraternity, sorority, association, corporation, order, society, corps, club or service, social or similar group, whose members are primarily minors, students or alumni of the organization, an institution or secondary school. Note: this includes a group of individuals meeting the foregoing criteria whether or not such group is recognized in a formal manner by the College.

A national or international organization with which a fraternity or sorority or other organization is affiliated.

Any registered student organization or athletic team.

**Policy:**

**I. Introduction**

Pennsylvania College of Technology is, first and foremost, an educational institution, committed to offering *degrees that work*. As an educational institution, the health and safety of our students and other community members is paramount. Penn College will not tolerate hazing activities by any individuals, groups, teams, or registered/unregistered student organizations. The College encourages all members of its community to be aware of the serious nature of hazing and challenges its members to work together to prevent its occurrence.

**II. Purpose**

The purpose of this document is to state Penn College's Anti-Hazing stance; reinforce how the College will enforce this Policy; and identify resources for reporting violations of this Policy to the College.

**III. Application**

Hazing in any form is prohibited. This regulation applies to all members of the College community, and it also applies to behavior that occurs on or off College property. The implied or expressed consent of a student to hazing is not a defense under this Policy.

- A. Some examples of behaviors or activities that may meet the definition of hazing include (but may not be limited to):
- a. Paddling, pushing, hitting, or physical threats;
  - b. Creation of excessive fatigue or forced participation in calisthenics;
  - c. Treasure hunts, scavenger hunts or any such activities carried on outside the confines of the College, not directly related to the purposes of the fraternity;
  - d. Public nudity;
  - e. Morally degrading or humiliating activities or public stunts; Activities late at night that interfere with academics, including exhausting and time-consuming projects that are disruptive to normal study patterns;
  - f. Requirements of personal servitude;
  - g. Physical disfigurements (temporary or permanent) including tattooing or branding;
  - h. Deprivation of sleep;
  - i. Memorization of information not related directly to the organization/group;
  - j. Required consumption of any food, liquid, or other substance;
  - k. Any dangerous activity including, but not limited to, jumps from high places or long swims;
  - l. Binding or restricting an individual in any way that would prohibit them from moving on their own;
  - m. Blindfolding and parading individuals in public areas, blindfolding and transporting in a motor vehicle, or privately conducting blindfolding activities that serve no constructive purpose;
  - n. Wearing items or apparel which is conspicuous and not normally in good taste;
  - o. Requiring the carrying of items such as buckets, bricks, or large wooden objects;
  - p. Required participation in public acts, songs, or skits for the purpose of humiliation or embarrassment;
  - q. Any activity/event considered morally offensive by an individual participating;
  - r. Creating intentional clean-up work;
  - s. Confining participants to rooms or areas that are uncomfortable due to size, noise, air quality or temperature for the purpose of harassment;
  - t. Any forms of cyber-hazing involving harassment, abuse or humiliation;
  - u. Any activity without constructive aspect or reasonable purpose, including but not limited to, interrogations, yelling of obscenities, or votes of continuance not consistent with the

national constitution of, or sanctioned by the national fraternity or sorority.

- B. This Policy applies to the following:
- a. Individual students
  - b. Employees
  - c. Organizations, including, but not limited to:
    - i. Recognized student organizations
    - ii. Formerly recognized student organizations
    - iii. Loosely affiliated student groups
    - iv. Athletic teams
    - v. Any other organization operating under the sanction of or recognized as an organization by the College
  - d. Other individuals associated with the organizations described above, including:
    - i. Guests of students/student organizations
    - ii. Athletic or academic recruits
    - iii. Prospective students
    - iv. Advisors
    - v. Alumni members
    - vi. Representatives, directors, trustees, or officers of any national or parent organization

#### **IV. Jurisdiction**

All Penn College students will be held to the strict enforcement of the Timothy J. Piazza Anti-hazing Law, 18 Pa. C.S. § 2801, et seq., and the College's Student Code of Conduct. Any organization may be held accountable for the actions of any of its members if the violation of this Policy is in any way related to the group or organization. Group misconduct need not be officially approved by the entire membership in order to be considered grounds for possible disciplinary action against the group. There is no minimum number of group members who must be involved in an incident before disciplinary action may be taken against the entire group. In some instances, the conduct of a single member may provide sufficient grounds for action against the entire group. The Dean of Students will be notified of any alleged hazing incidents.

#### **V. Prohibited Acts**

Pennsylvania College of Technology has maintained a prohibition against hazing, as described in the Student Code of Conduct. This Policy is intended to add to, and to work in conjunction with, the College's existing anti-hazing provisions. In addition to its traditional prohibition of hazing, the College also adheres to the Timothy J. Piazza Anti-hazing Law, enacted in 2018 (The Timothy J. Piazza Anti-hazing Law, 18 Pa. C.S. § 2801, et seq.). The

Anti-hazing Law defines hazing to include: Hazing, Aggravated Hazing, and Organizational Hazing.

**VI. Reporting Violations of this Policy**

Pennsylvania College of Technology encourages all members of the community who believe that they have witnessed, experienced, or are aware of conduct that constitutes hazing in violation of this Policy to report the violation to the appropriate party (i.e. College Police, Student Affairs, People & Culture). Reports can also be made via the Silent Witness anonymous reporting form, available via the Penn College website (<https://www.pct.edu/campus-life/campus-safety/silent-witness>). This Policy prohibits retaliation against, and intimidation or harassment of, anyone who reports or is believed to have reported hazing, or other prohibited conduct, or who is a witness or otherwise involved in a hazing violation. Such retaliation, intimidation, or harassment is considered a serious violation of this Policy, regardless of whether a hazing violation is upheld. Encouraging others to retaliate is also prohibited. Complaints of retaliation should be reported.

**VII. Investigation**

The College and/or the Conduct Board will investigate all allegations of hazing reported as described in Section VI above.

**VIII. Sanctions**

- A. Based on the outcome of the hazing investigation, the incident may be referred on for disciplinary action.
  - a. If the responding party is a student, disciplinary action is set forth in the [Procedure 4.43](#) – Student Code of Conduct.
  - b. If the responding party is an employee, disciplinary action is set forth under College Policy and [Procedure 3.04.01](#) – Performance Improvement or under the Faculty Agreement.
- B. Individual Students found responsible for violations of this Policy and/or the Code of Conduct may be subject to Expulsion, Suspension, Loss of Privileges, Probation, and/or Disciplinary Warning. Additionally, educational or restorative sanctions may also be imposed.
- C. Student Organizations found responsible for violations of this Policy may be subject to the following possible sanctions: Termination, Dissolution, Probation, or Disciplinary Warning.
- D. Employees found responsible for violations of this Policy may be subject to disciplinary action up to and including termination of employment.
- E. Other Individuals or Groups or Organizations found responsible for violations of this Policy may be subject to disciplinary action and/or sanctions in the sole discretion of the College, which may include expulsion from campus and/or being referred to law enforcement.

**IX. Institutional Bi-Annual Report**

Pennsylvania College of Technology will maintain a report of all hazing violations in accordance with the Timothy J. Piazza Anti-hazing Law. The College will update the report biennially on January 1 and August 1 and will post the updated report on its publicly accessible website by the Penn College Police.

**Revision History:**

Date: 12/2019 Policy created

Date: 1/2024 Title, office, and policy name updates

**Cross References:**

[PR 4.43](#) – Student Code of Conduct

[PR 3.04.01](#) – Performance Improvement