

Johnston Community College Policy

Title: **Anti-Hazing Policy**

Initial Approval: 07.09.2026

PC Revision:



Purpose of Policy

In compliance with North Carolina's Harrison's Law and the Federal Stop Campus Hazing Act (together, the "Anti-Hazing Laws"), this Policy sets forth Johnston Community College's prohibition against hazing.

Prohibited Conduct

Johnston Community College (JCC) prohibits any form of hazing in its programs, activities, and by student organizations. This policy sets forth the college's procedures for handling reports of hazing, the potential consequences for engaging in hazing, information on JCC's hazing prevention and awareness programs, and the college's reporting and publication requirements.

Definitions

The term 'hazing,' for purposes of reporting statistics on hazing incidents, means any intentional, knowing, or reckless act by a person, whether individually or in concert with others, against another regardless of their willingness to participate that:

- is committed in the course of initiation into, affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
 - ◊ whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - ◊ causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - ◊ causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - ◊ causing, coercing, or otherwise inducing another person to perform sexual acts;
 - ◊ any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - ◊ any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

For the purposes of this policy, a “Student Organization” is an organization at the College (such as, but not limited to, a club, society, association, athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the College, whether or not the organization is established or recognized by the College.

A student is any person who is enrolled at the College, regardless of their age or student status (i.e., full-time, parti-time, or online) or who has been accepted for admission or readmission to the college.

Reporting and Investigating Hazing Violations

Alleged violations of this policy should be reported to the Dean of Students and/or JCC Campus Police. Reports may be made in person, by phone, via email, or through the college’s online reporting system. Allegations will be investigated by the Dean of Students and/or the JCC Campus Police in accordance with college policies.

All allegations of hazing will be taken seriously and investigated. Allegations against students and/or student organizations will be handled under the student conduct policies and procedures. Any allegations against faculty or staff will be investigated and handled under applicable employee policies, procedures, and law.

Consequences for substantiated incidents of hazing can include discipline up to and including suspension or expulsion for students, serious sanctions for student organizations, and termination of employees.

Allegations of hazing may also be reported to law enforcement for criminal investigation.

Retaliation against any person who reports hazing or participates in an investigation is strictly prohibited and will result in disciplinary action.

Bi-Annual Hazing Report

The College will publish a bi-annual Campus Hazing Transparency Report of all violations of this policy which are reported to the College. The report will be made publicly available on the College’s Public Safety website by January 1 and August 1 of each year.

The Campus Hazing Transparency Report must include each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including:

- The name of such student organization;
- A general description of the violation that resulted in a finding of responsibility,

- including:
- ◇ whether the violation involved the abuse or illegal use of alcohol or drugs,
 - ◇ the findings of the institution, and
 - ◇ any sanctions placed on the student organization by the institution, as applicable;
- The dates on which:
 - ◇ The incident was alleged to have occurred
 - ◇ The investigation into the incident was initiated
 - ◇ The investigation ended with a finding that a hazing violation occurred, and
 - ◇ The institution provided notice to the student organization that the incident resulted in a hazing violation.
 - The Campus Hazing Transparency report cannot include personally identifiable information.

Prevention and Awareness Programs

JCC will develop and offer prevention and awareness programs related to hazing to students, faculty, and staff. These programs are designed to educate the campus with information about:

- this policy, including how to report incidents of hazing and JCC's processes used to investigate incidents of hazing;
- highlighting the negative physical and mental health consequences of hazing; and
- the primary prevention strategies intended to stop hazing before hazing occurs, which may include skill building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing.

Special emphasis will be made for the training of Student Organization leaders, Student Engagement personnel, advisors and success coaches, athletics staff, and Campus Security Authorities.