

Frequently Asked Questions about CCAD's Anti-Hazing Policy

As part of CCAD's commitment to promoting a safe and healthy campus environment, members of the college community have the right to be free from all forms of hazing. CCAD has zero tolerance for hazing in any form and all members of the college community must conduct themselves in a manner that supports an environment free from hazing.

What is Collin's Law?

Collin's Law is Ohio's anti-hazing act. It made several changes to Ohio law. Collin's law:

- Expands the definition of hazing and specifies that hazing may include "coercing another to consume alcohol or a drug of abuse."
- Increases the penalty for hazing to a 2nd-degree misdemeanor.
- Expands the list of officials required to report hazing.
- Widens the scope of those who can be punished for participating in or permitting hazing. (A violation that results in serious harm is a 3rd-degree felony.)
- Requires that those aware of hazing report it to authorities, with penalties up to a 1st-degree misdemeanor for failing to do so.
- Requires the Ohio Department of Higher Education to implement a statewide anti-hazing plan.
- "Requires staff and volunteers at colleges and universities to undergo training on hazing awareness and prevention." See, [Governor DeWine Signs Collin's Law](#)

What is hazing?

The [Ohio Revised Code, Section 2903.31](#) defines hazing as: *Doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code.*

CCAD's Anti-Hazing Policy and Code of Student Conduct defines hazing as:

Any act that endangers the mental health, physical health, and/or safety of a student(s) or that destroys or removes public or private property, including coercing another to consume alcohol or a drug of abuse as defined in section 3719.011 of the Ohio Revised Code, for the purpose of initiation, admission into, affiliation with, participation in, and/or as a condition for continued membership in a student group or organization, or for any other purpose, and is carried out through means of coercion, intimidation, threats, and/or with or without consent or cooperation from any person. Failing to intervene to prevent, discourage, and/or report those acts may also violate this policy.

What are the reporting obligations for hazing?

Hazing presents a serious risk to the health and safety of our college community and will not be tolerated at CCAD. To create a community free of hazing, we must first report hazing when we experience it, see it, or suspect it. It is imperative that everyone with knowledge of hazing reports it. CCAD students and registered student organizations are required to report hazing as the failure to prevent, intervene, or report acts of hazing may also be considered acts of hazing. You may have additional reporting obligations under Ohio law. Specifically, Collin's Law: The Ohio Anti-Hazing Act Sec. [2903.311 \(B\)](#) states: *No administrator, employee, faculty member, teacher,*

consultant, alumnus, or volunteer of any organization, including any primary, secondary, or post-secondary school or any other public or private educational institution, who is acting in an official and professional capacity shall recklessly fail to immediately report the knowledge of hazing to a law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred.

How do I report hazing?

Emergencies and concerns for health and safety should always be reported immediately to law enforcement by calling 9-1-1.

Mandated reporters must report acts of hazing to law enforcement, as outlined in the Anti-Hazing Policy. To contact Columbus Police, call 614.645.4545. Mandated reporters, students, and student organizations must also comply with the following instructions on how to report acts of hazing to CCAD:

- To report a hazing act(s), complete the [Hazing Report Form](#), which is routed to the Dean of Students. The Dean of Students will then initiate an investigation that may include the collection of more information beyond what is included on the initial report. Anonymous reporting of hazing acts is not permitted.

When reporting, please be prepared to provide the following information as best as you can:

- What is the name of the organization that you are reporting for acts of hazing?
- When did the event(s) occur?
- Where did the event(s) take place?
- What time of day did the event(s) occur?
- Who was involved in this event?
- Are there any other people that were present or can corroborate the information you are providing? Please provide their names and contact information (if available).
- How did you become aware of the event(s)?
- Please describe the event(s) in as much detail as possible.
- Please provide any documentation or photographs you may have.
- Your name, phone number, and e-mail address

What happens when I report a hazing act(s)?

The Dean of Students reviews all reports and will share hazing reports with law enforcement. Note: This does not relieve individuals of their obligation to report hazing to law enforcement under Ohio law. The Dean of Students may ask the reporter for an interview and can also explain whether and how they would share personally identifying information about the reporter, victims, or witnesses. Often, the Dean of Students can keep those names private during the investigation. CCAD's Anti-Hazing Policy and the Code of Student Conduct provides procedures for the investigation, charges, hearings, sanctions, and appeals of hazing cases.

Is there an amnesty/safe harbor policy?

Yes, in certain circumstances the Code of Student Conduct's amnesty and/or safe harbor provision will apply. See Code of Student Conduct for detailed information.

What sanctions may result from a hazing violation?

Hazing is a serious offense of the CCAD Code of Student Conduct and of employee conduct expectations and, therefore, is subject to the full range of sanctions (fines, restorative acts, removal from CCAD housing, warning, disciplinary probation, suspension, and expulsion). In addition, other educational activities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents or group in which the student is involved or associated, or their governing bodies. CCAD has the right to take action regardless of the actions of the governing body of a non-CCAD affiliated organization.

Moreover, CCAD may implement interim suspension to individuals or entire organizations, as well as cease-and-desist orders when behavior and conduct impact are severe and pervasive or carry an ongoing threat to the safety of the campus community. Termination is also a possible sanction for any CCAD employee, including student employees, such as student Resident Advisors or Student Orientation Leaders, among others.

Legal Penalties: Where appropriate, institutions are required to report hazing to law enforcement. The following outlines the type of charge for various acts of hazing:

- a. Penalty for hazing (participating in and/or permitting hazing): 2nd degree misdemeanor
- b. Hazing that results in serious harm: 3rd degree felony
- c. Failing to report hazing: 1st degree misdemeanor

Where can I find information on what groups have been found in violation for hazing?

Collin's Law requires universities and colleges to report hazing violations for the last five years starting in the 2022-2023 academic year. CCAD's bi-annual hazing report is located at my.ccad.edu/antihazing.

What kind of activities might be considered hazing?

- forced cleaning
- running errands/menial tasks
- forced interviews
- scavenger hunts
- mental and/or psychological abuse
- public or private displays of humiliation
- forced use of alcohol or drugs
- providing alcohol to minors
- use of alcohol or drugs during the new member education/intake process or other membership events
- line-ups
- forced eating or drinking of items
- being yelled at or cursed at by other members of the team or group
- sleep deprivation
- public nudity
- forced wearing of embarrassing clothing
- depriving you of regular hygiene practices (brushing teeth, bathing)
- making you steal or destroy property
- "drop-offs" or "dumps" in unfamiliar locations
- lockups or being confined to small spaces
- being duct-taped or some other physical restraints

- violence
- sexual assault
- beating
- kicking
- calisthenics
- creation of excessive fatigue
- any activity which seriously endangers the health or safety of another individual.

To help you identify whether something is hazing or not, ask yourself the following questions:

- Would active, current members of the group, refuse to take part in this activity with the new members and do the same activity?
- Does the activity risk emotional or physical harm/abuse?
- Would I object to this activity being photographed for the school newspaper or filmed by the local TV news crew?
- Would I feel comfortable participating in this activity if my parents, professor, coach or university official were watching?
- Would we get in trouble if the Director of Student Conduct walked by?
- Am I being asked to keep these activities a secret?
- Am I doing anything illegal?
- Does participation violate my values or those of my organization?
- Is this activity causing emotional distress or stress of any kind to myself or others?
- If someone were injured, would I feel comfortable being investigated by the police or insurance carrier?

If you answer “yes” to any of these questions, the activity is probably hazing. (Adapted from www.stophazing.org and University of Florida)