

Scope of Procedures and Prohibited Conduct

Southeastern Illinois College is committed to fostering a safe, respectful, and inclusive environment that addresses and seeks to prevent hazing in all forms. Under Board Policy 9013.1, it is the policy of the board that 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.

Definitions

Hazing: For purposes of Board Policy 9013.1, the College defines hazing as any intentional, knowing, or reckless act that is committed against an individual or group, regardless of the willingness of that person or persons to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization, including but not limited to teams, organizations, or other College-sponsored activities; and
- Causes or creates a risk, above the reasonable risk encountered in the course of participation in the College or the College-sponsored program or activity (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 a 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;
 - Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law; and
 - Any activity that induces, causes, or requires another person to perform a duty or task that involves violation of the policies of the College.

Student organization: For purposes of Board Policy 9013.1, a student organization is defined as an organization at the College (such as a club, society, association, varsity or junior varsity 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.

Reporting Procedures

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 online 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 Executive Dean of Student Services or the Executive Director of Human Resources & Legal Affairs. The College strongly encourages other students and witnesses to report any incident of hazing. When applicable, reported incidents of hazing and failure to report hazing as defined by the Illinois Criminal Code of 2012 may also be referred to law enforcement.

A report may be filed online or delivered to the Executive Dean of Student Services or their designee at: Executive Dean of Students Services, Room E128, (618) 252-5400, ext. 2400, deanofstudents@sic.edu. A report may be filed online or delivered to the Executive Director of Human Resources & Legal Affairs or their designee at: Executive Director of Human Resources & Legal Affairs, Room E234, (618) 252-5400, ext. 2482, humanresources@sic.edu.

Investigation Procedures

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.

Consequences of Hazing

Where hazing or a failure to report hazing is determined to have occurred, appropriate remedial and corrective action will be taken. Any individual student or student group found to violated this policy will be subject to disciplinary sanctions as outlined in the Student Code of Conduct. In addition, student-athletes found to have violated this policy may face additional sanctions relative to their participation in College athletics programs, up to and including suspension or removal from the team. Any employee found to have violated this policy will be subject to disciplinary action, up to and including termination.

Prevention and Awareness Program

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.