# 1400.530 HAZING PROCEDURE

## A. PURPOSE

The following procedures are established to meet the requirements for implementing hazing policy 400.530. In addition to the definition stated in policy 400.530, hazing is further defined as any activity that includes one or more of the characteristics described below:

### 1. Activities that expose personal values to compromise or ridicule.

### 2. Activities that abuse the trust an organization is striving to build between its members and prospective members.

### 3. Stunts which have no meaningful relationship to the objectives of the organization.

### 4. Activities that humiliate or subject individuals to circumstances with which they are not comfortable, or of which they are fearful.

### 5. Activities which are illegal or violate college policy.

### 6. Activities which interfere with academic pursuits or normal life functions.

### 7. Some examples of prohibited activities are forced swallowing of uncommon substances, forced consumption of alcohol or drugs, excessive exercise, and sleep or sensory deprivation.

Individuals and/or groups or organizations whose members participate in hazing activities will be subject to appropriate college disciplinary action.

## B. DEFINITIONS

**Organization**: An organization consists of several persons who are associated with each other and have registered with the college as a student organization (such as clubs, club sports, or fraternities and sororities).

**Group**: A group consists of a number of persons who are associated with the college and each other, but who have not registered, or are not required to register, as a student organization (including but not limited to athletic teams, musical or theatrical ensembles, academic or administrative units and clubs not registered as student organizations).

**College Community**: Faculty, staff, learners, volunteers (e.g., club advisors and other volunteers), organizations, groups, alumni, and consultants involved in activities sponsored by chartered or unchartered college groups or organizations who hold events on- or off-campus.

**Chartered**: A group or organization who completes a registration form and receives recognition from the college’s associated student government executive body assigned to charter groups, clubs, or organizations, or similarly responsible college department.

**Unchartered**: A group or organization with involved college community members who gather to sponsor an activity or event who has not sought recognition from a college’s associated student government or similarly responsible college department.

## C. VIOLATORS ARE SUBJECT TO PENALTIES [RCW 28B.10.901](https://app.leg.wa.gov/rcw/default.aspx?cite=28B.10.901)

### 1. Individuals found responsible for conspiring to haze or participating in hazing are subject to applicable penalties including:

#### a. Termination of employment;

#### b. Academic expulsion;

#### c. Punishment pursuant to the state’s criminal code [RCW 9A.20.021](https://app.leg.wa.gov/RCW/default.aspx?cite=9A.20.021);

#### d. Forfeiture of entitlement to state-funded grants, scholarships, or awards for a period of time determined by the college; and/or

#### e. Loss of recognition or control of an organization, association or student living group given by the college.

### 2. Any organization, association, or student living group that knowingly permits hazing is strictly liable for harm caused to persons or property resulting from hazing. If the organization, association, or student living group is a corporation, whether for profit or nonprofit, the individual directors of the corporation may be held individually liable for damages.

## D. TRAINING

All employees including student employees and volunteers must receive hazing prevention training, either electronically or in person, on the signs and dangers of hazing, as well as the college’s prohibition against hazing.

The college must provide students with educational programming on hazing that includes information on hazing awareness, prevention, intervention, and the college’s policies prohibiting hazing. This programming can be provided either in person or electronically and must be part of the college’s new student orientation sessions. The program must also be posted on the college’s public website for the public, including parents, legal guardians and volunteers to review. [RCW 28B.10.904](https://app.leg.wa.gov/rcw/default.aspx?cite=28B.10.904)

## E. EMPLOYEE MANDATORY REPORTING [RCW 28B.10.907](https://app.leg.wa.gov/rcw/default.aspx?cite=28B.10.907)

If, because of observations or information received in the course of employment or volunteer service, any employee, including a student employee, or volunteer at Wenatchee Valley College has reasonable cause to believe that hazing has occurred, the employee or volunteer shall report the incident, or cause a report to be made, to a designated authority. Designated authorities include any student conduct officer, the office of the associate dean of campus life, equity & inclusion, vice president of student services, and the office of human resources. The employee or volunteer shall make the report at the first opportunity to do so.

A person who witnesses hazing or has reasonable cause to believe hazing has occurred or will occur and makes a report in good faith may not be sanctioned or punished for the violation of hazing unless the person is directly engaged in the planning, directing, or act of hazing reported.

“Reasonable cause” means a person who witnesses hazing or receives a credible written or oral report alleging hazing or potential or planned hazing activity.

Nothing in this procedure shall prevent a person from independently reporting hazing or suspected hazing activity to law enforcement.

## F. HAZING PREVENTION COMMITTEE

The WVC Hazing Prevention Committee shall promote and address hazing prevention. In accordance with [RCW 28B.10.905](https://app.leg.wa.gov/rcw/default.aspx?cite=28B.10.905), the committee shall have a minimum of six members including a designated chair appointed by the president of the institution. Fifty percent of the committee positions shall include students currently attending WVC with at least one position filled by a student from a student organization, athletic team or living group. The other fifty percent of the committee positions shall include at least one faculty or staff member and one parent or legal guardian of a student currently enrolled at the institution. Student input shall be considered for committee membership. A student who is a member of a student organization, athletic team, or living group that was affiliated with a finding of a hazing violation within the last 12 months may not participate in or be a member of the hazing prevention committee. The chair of WVC’s Hazing Prevention Committee is the vice president of student services or designee.

## G. REPORT OF HAZING VIOLATIONS

The college will maintain and publicly report actual findings of violations of the code of conduct, antihazing policies, or state or federal laws relating to hazing or offenses related to alcohol, drugs, sexual assault, or physical assault by any WVC student organization, athletic team, or living group, in accordance with [RCW 28B.10.906](https://app.leg.wa.gov/rcw/default.aspx?cite=28B.10.906).

Approved by the president’s cabinet: 4/25/23

Last reviewed: 4/25/23

Policy contact: Student Services

Related policies and procedures

 400.100 [Student Rights & Responsibilities/Code of Student Conduct Policy](https://www.wvc.edu/humanresources/policies-procedures/400-student-services/400.100-student-rights-and-responsibilities.html)

 400.530 [Hazing Policy](https://www.wvc.edu/humanresources/policies-procedures/400-student-services/400.530-hazing.html)

 1400.110 [Code of Student Conduct Procedure](https://www.wvc.edu/humanresources/policies-procedures/400-student-services/1400.110-code-of-student-conduct.html)