

Anti-Hazing Policy

Policy Statement

In accordance with the federal Stop Campus Hazing Act (SCHA) (Pub. L. 118-173), an amendment, enacted in 2024, to the Higher Education Act of 1965 (Pub. L. 89-239), hazing is strictly prohibited at Arizona College of Nursing and Arizona College (collectively "Arizona College").

Definitions

"Hazing." Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons)

- against another person or persons, regardless of the willingness of such other person or persons to participate,
- that is:
 - o committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
 - o causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical or psychological injury

"Student Organization." An organization at an institution of higher education (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 institution of higher education, whether or not the organization is established or recognized by the institution."

Scope

This policy applies to all community members, including students, student organizations (whether or not recognized as a student organization by Arizona College), faculty, staff, volunteers, and alumni with regard to incidents meeting the definition of hazing within this Policy.

1. Reporting Hazing

- Hazing incidents should be reported promptly to the designated Incident Commanders for the relevant campus.
- Reports can be made verbally or in writing
- If someone believes a person is in immediate danger, they should call emergency services first.
- The report may be made anonymously, though anonymity may limit the ability to investigate.

2. Investigation Process

All reports of hazing will be investigated promptly, fairly, and thoroughly in accordance with applicable College procedures and disciplinary processes.

Investigations will be conducted by impartial and trained personnel from the Student Affairs department.

Investigations will include:

- A review of available evidence and witness statements;
- An opportunity for both the reporting party and responding party to provide information;

- Consideration of whether interim measures (such as no-contact directives or suspension of organizational activities) are necessary to protect health and safety;
- Consideration of any external law enforcement action related to the alleged activities or incidents

A written determination of findings and any sanctions or corrective actions imposed. The College will notify involved parties of the outcome and appeal rights, consistent with institutional policy.

3. Sanctions

Individuals and organizations found responsible for hazing violations may face sanctions ranging from warnings to temporary or permanent revocation of student organization status, as well as disciplinary action up to suspension or expulsion for students, or termination for staff and faculty.

4. Prevention & Awareness

Arizona College will implement research-informed, campus-wide hazing prevention and awareness programs that educate the community on:

- Policies relating to hazing
- How to report hazing
- The institution's investigation process
- Applicable local, state, and tribal laws regarding hazing

In addition, the College will prioritize primary prevention strategies to stop hazing before it occurs. These may include, as applicable:

- Providing information about ethical leadership and responsible decision-making for student leaders and organizations;
- Skill-building opportunities for bystander intervention to empower students and staff to safely disrupt hazing behavior;
- Promoting strategies for building group cohesion, trust, and identity without hazing practices.

5. Transparency Reporting

Arizona College will maintain a Campus Hazing Transparency Report, published prominently on the external-facing College website, which will summarize findings concerning any established or recognized student organizations found to be in violation of Arizona College's standards of conduct relating to hazing as defined in this policy. This report will be updated at least two (2) times each year. Report data must be kept up to date on the College's website for five (5) years.

Each entry will include:

- The organization's name
- A description of the violation (without personally identifiable information)
- Whether the violation involved abuse or illegal use of alcohol or drugs
- Date the incident was alleged to have occurred
- Dates investigation was initiated and concluded
- Any sanctions imposed
- Date the organization was given notice of the findings.

6. Annual Security Report (ASR)

Beginning with the 2026 Annual Security Report (covering 2025 data), Arizona College will include hazing statistics

related to incidents reported to Arizona College or local law enforcement as required by the SCHAs. Only hazing incidents committed by established or recognized student organizations are required to be included in the Annual Security Report.

7. Records Retention

The College will retain all documents related to hazing reports, investigations, determinations, sanctions, and appeals for a minimum of seven (7) years. Data compiled for the Annual Security Report and the Campus Hazing Transparency Report will also be maintained for seven years to ensure compliance with federal requirements and to support institutional accountability.

The Student Affairs Department will be responsible for maintenance and retention of relevant documents under this Policy.