

POLICY AGAINST HAZING

I. GENERAL POLICY STATEMENT

Knox College prohibits hazing in its sponsored programs and activities, which includes the use of any campus property and/or resources. This includes recognized student organizations as well as individual members of the Campus Community. The College will address hazing occurring in its education Programs or activities even when the alleged conduct occurs off campus.

II. SCOPE

This Policy applies to Hazing that occurs within the College's Education Programs or Activities and that is committed by a member of the College Community. The College will address Hazing occurring in its Education Programs or Activities even when some alleged conduct occurred outside the Education Programs or Activities or off campus.

While this Policy is the exclusive policy governing Hazing that occurs within the College's Education Programs or Activities, Reports and Complaints of Hazing may implicate conduct that violates other College policies and standards. The College retains full discretion to enforce its other policies and standards with respect to applicable conduct, whether prior to, at the same time as, or after allegations of Hazing have been resolved pursuant to this Policy.

III. JURISDICTION

This Policy applies to College's education programs and activities (defined as including locations, events, or circumstances in which College exercises substantial control over both the Respondent and the context in which the conduct occurred), circumstances where College has disciplinary authority, and to Hazing occurring within any building owned or controlled by a College-recognized student organization.

This Policy may also apply to the effects of off-campus Hazing that limit or deny a person's access to College's education program or activities. College may also extend jurisdiction to off-campus and/or to online conduct when the conduct affects a substantial College interest.

A substantial College interest includes:

- Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeat violations of any local, state, or federal law.

- Any situation in which it is determined that the Respondent poses an imminent and serious threat to the health or safety of any student, employee, or other individual connected to Knox College.
- Any situation that significantly impinges upon the rights, property, or achievements of others, significantly breaches the peace, and/or causes social disorder.
- Any situation that substantially interferes with College's educational interests or mission.

For disciplinary action to be issued under this Policy, the Respondent must be a College student, or employee at the time of the alleged incident. Incidents will still be investigated and adjudicated, but the College may be limited in the type of action taken if the Respondent is an alumnus/i and/or not affiliated with the College.

College policies are written and interpreted broadly to include online manifestations of any of the behaviors prohibited below, when those behaviors occur in or have an effect on College's education program and activities, or when they involve the use of College networks, technology, or equipment.

IV. PROHIBITED CONDUCT

A. Hazing

In accordance with federal and state law "Hazing" is defined as "any non-accidental aspect(s) of group induction activities that: a) do not appear to be group-relevant assessments/preparations, and/or b) are excessive, dangerous, or degrading in their application or constitute violations of local, state or federal law or any other Knox College policy regardless of the consent of the participants. Group induction activities are those tasks formally or informally required to obtain or maintain membership and/or participatory legitimacy for new, prospective or current members and/or to attain progressive membership status and/or leadership positions within the organization." ¹

Hazing may include but is not limited to:

- 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;

¹ Adapted from Dyad Strategies Model Policy and Cimino, 2017.

- 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;
- personal services activities (driving, cleaning, errands) based on being a new member, senior member, etc.
- any activity against another person that includes 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 a criminal violation of local, State, Tribal, or Federal law.

For the purposes of this Policy, Hazing also includes observation of hazing activities by individuals in a position to intervene but who fail to intervene, including recognized student organization members/officers/advisors, employees who are aware of planned Hazing activities and who condone and/or fail to prevent that Hazing from occurring, regardless of their participation.

B. Retaliation

Retaliation refers to any adverse action—such as intimidation, threats, coercion, or discrimination—taken against a person by a student, employee, or authorized representative of the College. This action is considered retaliation if it aims to interfere with rights protected by this Policy or is in response to a person reporting information, testifying, assisting, participating, or refusing to participate in an investigation or proceeding under this Policy.

However, retaliation does not include requiring an employee or authorized representative to serve as a witness or assist in an investigation under this Policy. It also does not include any conduct protected under the U.S. Constitution.

C. Unauthorized Disclosure

Unauthorized Disclosure means distributing or otherwise publicizing materials created or produced during an investigation or Resolution Process except as required by law or as expressly permitted by College; or publicly disclosing institutional work product that contains personally identifiable information without authorization or consent. Unauthorized disclosure may result in further disciplinary action and/or additional sanctions.

D. Failure to Comply/Process Interference

Failure to Comply/Process Interference including:

- Intentional failure to comply with the reasonable directives of College officials in the performance of their official duties.
- Intentional failure to comply with emergency removal or interim suspension terms
- Intentional failure to comply with sanctions
- Intentional failure to adhere to the terms of an Informal Resolution agreement
- Intentional interference with the Resolution Process, including but not limited to:
 - Destruction of or concealing of evidence
 - Actual or attempted solicitation of knowingly false testimony or providing false testimony or evidence
 - Intimidating or bribing a witness or party

V. REPORTING

Any person may report Hazing to the Campus Life Office, the Dean of Students, and/or Campus Safety. Reports may be made in person, telephone, email, or online. Online reports can be made anonymously via the College's reporting page on the Knox College website:

<https://www.knox.edu/about-knox/our-values/culture-of-respect/report-it>

Self-Reporting of Incidents - Individuals (including members, leaders, advisors) should immediately report any hazing incidents that occur within their organization/teams/group by providing a detailed description of the events that have transpired, the names of any individuals involved, and a description of any actions taken by the organization. This information may be reported to the Office of Civil Rights & Title IX Compliance or to Campus Safety.

Civil Rights & Title IX Compliance cultureofrespect@knox.edu 309.341.7751	Campus Safety campus-safety@knox.edu 309.341.7979
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VI. Amnesty

The College encourages reporting and seeks to remove any barriers to reporting by making the procedures for reporting transparent and straightforward. The College recognizes that an individual who has been drinking or using drugs at the time of an incident may be hesitant to make a report because of potential disciplinary consequences. To encourage reporting, the College offers amnesty or limited immunity to any student who reports, in good faith, an alleged violation of this Policy to the Office

of Civil Rights & Title IX Compliance or to the College's Campus Safety Department.

An individual who makes a report will not be subject to disciplinary action by the College for violations of the College's Code of Conduct, including but not limited to personal consumption of alcohol or drugs that is related to or revealed in the course of the hazing report or investigation, unless the College determines that the violation was serious and/or endangered the health or well-being of any other individual. The College may, however, initiate an educational discussion or pursue other educational remedies, such as education regarding alcohol or other drugs, for an individual who makes such a good-faith report.