

Campus Hazing

To provide a safe and secure learning environment. St. Luke's College prohibits conduct by any individual, organization or group affiliated with the college that is in violation of Hazing, or any activity that threatens a person's rights or self-respect, or encourages the violation of civil, state or federal law, or St. Luke's College's Code of Conduct/Code of Ethics policies.

The definition of **Hazing** is 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 committed in the course of an initiation into an affiliation with, or the maintenance of membership in, a student organization; and causes or creates a risk, of physical or psychological injury.

Examples of hazing include, but 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;
- 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;
- 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.

The definition of **Student Organization** is an organization at an institution of higher education in which two or more members are students enrolled at the institution and whether the organization is established or recognized by the institution.

The act of Hazing, solicitation to engage, and/or aiding and abetting another person who is engaged in hazing is prohibited. All students, faculty, staff must take reasonable measures within the scope of their individual authority to prevent violations of this policy.

Violation of this policy by students, faculty, staff or other employees are subject to discipline.

- Violations of this policy or interference in an investigation under this policy by students or student organizations are subject to sanctions under the Code of Conduct or Code of Ethics policies.
- Any College employee who knowingly permits, authorizes or condones hazing activity is subject to disciplinary action by the College

Violations of this policy by students, student organizations, faculty, staff or other employees can be reported to Danelle Johannsen, Executive Dean of Academics and Student Services at (712) 279-3377 or danelle.johannsen@stlukescollege.edu

The complaint will be investigated in accordance with the Code of Conduct and/or Code of Ethics policies. Sanctions, if appropriate, will be imposed in accordance with the Code of Conduct and/or Code of Ethics policies. The College will report to law enforcement any complaint of hazing involving criminal conduct that creates a substantial risk of health or safety of any person in the College community. Such reporting shall include, but not limited to, criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations and illegal weapon possessions.

A person who commits an act of having violation of this policy is considered a simple misdemeanor per Iowa Code 2001: Section 708.10 Hazing. This code can be found at [Iowa Code 2011: Section 708.10](#).

Any violation involving a crime, an emergency or an imminent threat to the health or safety of any person should be reported immediately by dialing 9-1-1 to reach local law enforcement officials or (712) 279-3615 for UnityPoint Health – St. Luke's Security Department.

The College strongly encourages students to report alleged instances of hazing. Therefore, students who make good faith reports of alleged hazing and who cooperate fully in the student conduct process may not be subject to sanctions for self-reported hazing or other policy violations that may be brought to light in connection with the reported incident, unless the College determines the violation was egregious.

The College reserves the right to follow up and address those issues with the student's cooperation as appropriated in a non-disciplinary context. Further, the College cannot

guarantee that, if the misconduct is reported to local law enforcement, the police will not take lawful action against an individual for unlawful acts.

The College prohibits retaliation against any individual for the purpose of interfering with any right or privilege secured in this policy, or because the individual has made a report or complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding or process under this policy. Retaliation violations shall also be investigated and adjudicated pursuant to the definitions, procedures and appeal process.

The Hazing Policy is distributed, along with the entire Student Handbook, on an annual basis. Campus leaders and student leaders can emphasize anti-hazing values by modeling a healthy campus community and reiterating St. Luke's College policies. Members can engage in active bystander intervention should they become aware of planned hazing. Speaking up and letting others know these behaviors are not acceptable.