

DOUGLAS EDUCATION CENTER ANTI-HAZING POLICY

Effective Date: 06/23/2025

Purpose:

Douglas Education Center is committed to maintaining a safe, inclusive, and respectful environment for all students. Although the institution does not have recognized student organizations, hazing in any form is strictly prohibited. This policy aligns with the Stop Campus Hazing Act (2023) and applies to all students, informal groups, and affiliated individuals.

Definition of Hazing:

Hazing is defined as any act, whether physical, mental, emotional, or psychological, that subjects another person, voluntarily or involuntarily, to anything that may:

- Endanger the physical or mental health or safety of an individual;
- Cause embarrassment, harassment, or ridicule;
- Interfere with academic performance;
- Causes willful destruction or removal of public or private property;
- Be used as a condition for membership, involvement, or acceptance into any group, regardless of formal recognition.

This includes but is not limited to:

- Physical abuse (e.g., beating, branding, forced physical activity);
- Forced consumption of food, alcohol, drugs, or other substances;
- Sleep deprivation or physical/mental stress;
- Acts of humiliation or intimidation;
- Any activity that violates the law or institutional policy.

Aggravated hazing occurs when such actions result in serious bodily injury or death and involve reckless or intentional conduct.

Consent is not a defense to hazing under this policy.

Scope:

This policy applies to:

- All currently enrolled students;
- Faculty, staff, and others acting in an advisory or supervisory role;
- Informal student-led groups or associations regardless of official institutional recognition;
- Any activity on or off-campus that relates to group affiliation.

Even though Douglas Education Center does not host recognized student organizations, students forming unofficial groups are still bound by this policy and state/federal law.

Prohibition and Criminal Consequences:

Under Pennsylvania law, hazing is a criminal offense with the following potential charges:

- Summary offense (basic hazing);
- Misdemeanor of the third degree (for repeat or organizational offenses);
- Felony of the third degree (aggravated hazing causing serious bodily harm or death);
- Institutional fines of up to \$15,000 per hazing incident.

Douglas Education Center may also pursue disciplinary action independent of legal outcomes, including suspension, or expulsion from the institution.

Education and Prevention:

In accordance with the Stop Campus Hazing Act, Douglas Education Center will:

- Provide annual hazing prevention education to all students;
- Include hazing prevention in new student orientation;
- Make this policy publicly available on the institution website;

- Maintain a record of reported hazing incidents on a publicly accessible webpage for at least five years, updated biannually.

Reporting Hazing:

All members of the campus community are encouraged to report hazing. Reports may be made:

- Via the Student Concern Form- A Student Concern Form may be requested from any member of DEC Administration. A student does not need to disclose why they are requesting the form;
- To the Primary Campus Security Authority;
- To local law enforcement.

Retaliation against individuals who report hazing in good faith is strictly prohibited and will result in disciplinary action.

Investigation and Discipline:

Reports of hazing will be promptly and thoroughly investigated. If a student or group is found responsible for hazing:

- Sanctions may include suspension, expulsion, and/or other disciplinary measures;
- Douglas Education Center may also refer matters to law enforcement for criminal investigation and prosecution, in accordance with state laws.
- Douglas Education Center will notify students of the outcome in accordance with FERPA and applicable law.

Compliance and Transparency:

Douglas Education Center will:

- Maintain and update a publicly accessible report of hazing violations, posted on the institution's website for at least 5 years and updated biannually;
- Comply with all federal and state requirements regarding hazing prevention, education, and transparency.

Review and Updates:

This policy will be reviewed annually by the Primary Campus Security Authority and updated as necessary to remain in compliance with federal and state laws, including the Stop Campus Hazing Act.