



San Diego Community College District

City College · Mesa College · Miramar College · College of Continuing Education

Administrative Procedure

Chapter 3 – General Institution

AP 3436 – PROHIBITION OF HAZING

The District is committed to providing an academic environment free of hazing. This procedure defines hazing and sets forth a procedure for the reporting, investigation, and resolution of complaints of hazing. This procedure protects current, former, or prospective students.

Definitions

1. Hazing: Any intentional, knowing, or reckless act committed by a person against another person regardless of the willingness of such other person to participate, in connection with initiation, affiliation, or continued membership in a student organization, that creates a risk of or causes physical or psychological injury beyond the reasonable risks of normal participation in the District or organization.

Hazing may include, but is not limited to:

- a. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- b. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- c. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- d. Causing, coercing, or otherwise inducing another person to perform sexual acts;
- e. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- f. Engaging in digital or social media harassment to ridicule, humiliate, or embarrass a student as a condition of membership;
- g. Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- h. 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.

2. Student organization: An organization at the District in which two or more of the members are students enrolled at the District regardless of whether the organization is established or recognized by the District. A student organization may include a student

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club, society, association, athletic team, club sports team, fraternity, sorority, band, or student government.

Prohibited Conduct

The District prohibits students, student organization, and employees from engaging in, encouraging, or facilitating hazing. The District strictly prohibits retaliation against individuals who report hazing. This includes hazing conducted through social media or digital platforms such as:

- a. Coordinating or encouraging hazing activities via private or public digital groups.
- b. Coerced digital participation, such as requiring students to post specific content to maintain standing in an organizations.
- c. Disseminating media that documents hazing activities.

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Reporting Hazing

Individuals may report hazing using the following methods:

1. **Immediate Danger:** Call 911 or College Police at 619-388-6405
2. **Anonymous Reports:** Individuals may report hazing anonymously by completing a Complaint Form at <https://www.sdccd.edu/students/complaint-process/>.
3. **Confidential Reports:** Individuals may also report hazing via a confidential reporting method in which the reporter provides his/her/their identity by completing a Complaint Form at <https://www.sdccd.edu/students/complaint-process/>.

The District will investigate reports of hazing promptly and with confidentiality protected to the extent permitted by law.

Investigation and Disciplinary Process

Violations of this procedure by students shall be investigated and adjudicated in accordance with Board of Trustees Policy, BP 5500, Student Rights, Responsibilities, Campus Safety and Administrative Due Process/ AP 5520, Student Disciplinary Procedures.

Violations of this procedure by employee shall be reviewed in accordance with SDCCD District policies that govern employee conduct.

Violation of the District's prohibition on hazing will result in appropriate disciplinary action up to and including termination of employment or expulsion for individuals.

Student organizations recognized by the District that permit hazing may face suspension, revocation of recognition, or other disciplinary actions.

Officers and members of a student organization may be held individually or collectively responsible for a violation of this policy. The District may pursue disciplinary action or sanctions against members of a student organization in addition to disciplinary action or sanctions implemented by the student organization or its governing body as a result of internal processes.

Disciplinary action may include referral for criminal prosecution.

Annual Reporting and Transparency

The District shall collect and report statistics on hazing incidents in its annual security reports. (See BP 3515 Reporting of Crimes.)

The District shall publish an annual Campus Hazing Transparency Report on its website. The Campus Hazing Transparency Report will summarize hazing incidents and identify the student organization found responsible for hazing. The District will update this report at least twice per year and maintain the Campus Hazing Transparency Report for five years.

Prevention and Education

The District will provide a comprehensive prevention and outreach program addressing hazing for students, employees, and college police. The comprehensive prevention program shall include components on identifying hazing, hazing prevention, and bystander intervention strategies. The District's outreach program shall inform students of the District's policy on the prohibition of hazing and include a process for contacting and informing the student body, athletic programs, and affiliated student organizations about the District's prohibition on hazing.

The District requires all students involved in student organizations, clubs, or athletic teams to complete hazing prevention training annually. Additionally, all employees who advise or oversee student groups must also complete hazing prevention training.

References: 20 U.S. Code Section 1092;
Education Code Section 66305 et seq.;
Penal Code Section 245.6

Approved: <Date>

Supersedes: New Procedure