

Hazing Policy

Purpose:

The purpose of a hazing policy at Fond du Lac Tribal and Community College is to create a safe and respectful campus environment by explicitly prohibiting any form of hazing activities

Policy Language:

Fond du Lac Tribal and Community College is committed to providing a safe and inclusive environment for all students. Hazing in any form is strictly prohibited and will not be tolerated. This policy applies to all students, student organizations, and individuals associated with the college.

Definition of Hazing

An act which endangers the mental or physical health or safety of a person, subjects a person to humiliation or ridicule, or which destroys or removes public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a student group, organization, or athletic team.

Reporting Procedures

Immediate Reporting: Any student, faculty, or staff member who witnesses or has knowledge of hazing activities must report the incident immediately to the Vice President of Student Services and Enrollment Management.

Confidentiality: Reports of hazing will be handled with the utmost confidentiality to protect the privacy of all individuals involved.

Investigation: The Office of Student Affairs will conduct a thorough investigation of all reported hazing incidents. This may include interviews with witnesses, collection of evidence, and collaboration with local law enforcement if necessary.

Disciplinary Actions

The following sanctions may be imposed for misconduct:

Warning. Issuance of a written warning, admonition, or reprimand, and may include a referral for counseling.

Probation. Continuance at the college, but only under special conditions for a specified period of time.

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Loss of Privileges. Denial of specified privileges for a designated period of time or exclusion from participation in the extracurricular activities of the college, including the holding of any student office, for a period of time not to exceed one academic year.

Restitution. Required reimbursement for damage to or misappropriation of property. This may take the form of appropriate services or other compensation.

Discretionary sanctions. Work assignments, service to the college, counseling or referral to community agencies, rehabilitative programs, or other related discretionary assignments. Failure to participate as directed may result in the imposition of additional sanctions.

Confiscation. Confiscation of property or goods used or possessed in violation of college rules and may not be subject to return to the student.

Trespass. Denial of rights to access the college premises or specified areas within the college, either permanently or within a specified period of time.

Administrative and legal sanctions up to and including expulsion and referral for prosecution may be imposed on students who violate local, state or federal law.

Suspension. Denial of the privilege of enrollment for a specified period of time, after which the student is eligible to return. During this time the student cannot qualify for graduation, register for or attend classes or other college functions.

Summary Suspension. A suspension imposed without an informal or formal hearing to ensure the safety and well-being of members of the college. This shall include an oral or written statement from the chief student affairs officer or designee that the student is violating or has violated college rules and may be subject to more severe sanctions.

Expulsion. Permanent denial of the privilege of enrollment at the college. More than one of the sanctions listed above may be imposed for any single violation. Other than college suspension or expulsion, disciplinary sanctions shall not be made part of the student's permanent academic record but shall become part of the student's confidential record.

NOTE: Disciplinary suspensions or expulsions. In accordance with Minnesota State System Procedure 3.29.1, suspensions or expulsions for disciplinary reasons shall be noted on the official transcript with a two-line message. For a suspension, the first line shall read "Disciplinary Suspension" and the second line "Eligible for Reinstatement 'Term, Year.'" Expulsion shall be noted by a first-line reading "Disciplinary Expulsion" and the second line reading "Not Eligible for Reinstatement." The disciplinary suspension notation shall be removed from the transcript following the date when the student becomes eligible for reinstatement, while the disciplinary expulsion notation is permanent.

Prevention and Education

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Training: All student organizations must participate in mandatory hazing prevention training provided by the college.

Awareness Campaigns: The college will conduct regular awareness campaigns to educate students about the dangers of hazing and the importance of reporting incidents.

Support Services

Counseling: Victims of hazing will have access to counseling and support services provided by the college.

Medical Assistance: The college will ensure that victims of hazing receive appropriate medical care and support.

Review and Revision

For additional information on the Act, see [BILLS-118hr5646enr.pdf](#).

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Date Policy was Originally Adopted:
Responsible Division/Author:
Revision Date(s):