



WCCA Board of Governors' Policy

Title:	Anti-Hazing Policy
Division:	Student Services
Category:	Student Rights and Responsibilities
Reference:	<p>The Stop Campus Hazing Act [amending the Jeanne Clery Campus Safety Act, 20 U.S.C. 1092 (f)(19), December 2024]</p> <p>Nebraska Revised Statutes §28-311.06 and §28-311.07</p> <p>Board Policy 560 (Student Code of Conduct)</p> <p>Board Policy 562 (Student Complaints and Grievances)</p> <p>Administrative Procedure 426.01 (Discipline Procedure)</p> <p>Administrative Procedure 560.01 (Student Discipline for Non-Academic Misconduct)</p> <p>Administrative Procedure 720 (Discrimination, Harassment, or Retaliation Complaint Operating Procedure)</p> <p>Administrative Procedure 721.01 (Sexual Harassment Grievances and Investigative Procedure)</p> <p>Current WNCC <i>Student Handbook</i></p>
Number:	BP-563
Date of Approval:	July 16, 2025
Approval:	John P. Stinner, Chair, WCCA Board of Governors

Purpose

To establish a policy prohibiting the hazing of students, as individuals or as members of a student organization, promoting prevention and awareness of hazing, and requiring the reporting and investigation of acts of hazing.

Scope

The policy applies to all WNCC students, student organizations, and other persons associated with a student organization, which could include WNCC employees, consultants, alumni, or volunteers acting in an official capacity in advising or coaching a student, student organization, or group of students.

WNCC will have jurisdiction over misconduct that occurs on the College campus and/or premises; at College-sponsored activities, on or off campus; with the use of College property; and may also address off-campus behavior if the College determines that the student's conduct, or the continued presence of the student, adversely affects the educational environment, processes or functions of the College.

Definitions

Hazing – Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with another person) 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, affiliation with, or the maintenance of membership in a student organization and causes or creates risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical or psychological injury.

Student – Individuals who have a pending application for admission to attend WNCC or who have been notified of admission to the College and/or who are matriculated, enrolled, or registered in any College academic program, course, or activity.

Student Organization – A group, such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government, in which two or more of the members are enrolled students, whether or not the organization is established or recognized by WNCC.

Policy

Western Nebraska Community College prohibits hazing in any form. Any member of the College community found responsible of violating this policy may face disciplinary action from the College and may also face civil and criminal penalties under state and federal law.

A. Prohibited Acts

No WNCC student, student organization, employee, consultant, alum, or volunteer shall engage in any form of hazing, including, but not limited to, the following prohibited acts:

1. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity.
2. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity.
3. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
4. Causing coercing, or otherwise inducing another person to perform sexual acts.
5. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct.
6. Any activity against another person that includes criminal violations of local, state, tribal, or federal law.
7. Any activity that induces, causes, or required another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law.

B. Reporting Incidents of Hazing

Any member of the WNCC community who believes they have witnessed, experienced, or are aware of conduct that violates this policy can report the violation in person to the Office of Student Life, the Dean of Students, the Student Life Director, the Athletic Director, or the Vice President for Student Services. Reports can be made electronically via the Maxient Incident Report Form available on the WNCC web site.

C. Investigation of Reports

All allegations of hazing will be promptly and thoroughly investigated by the Dean of Students and in consultation with Athletics, Human Resources, Title IX officers, and local law enforcement as appropriate.

D. Disciplinary Action

1. Students

Individuals or student organizations that violate this policy may be subject to disciplinary sanctions as established in Administrative Procedure 560.01 (Student Discipline for Non-Academic Misconduct) and the *Student Handbook*.

2. Employees

Employees found responsible for violating this policy may be subject to corrective or disciplinary action as established in Administrative Procedure 426.01 (Disciplinary Proceedings).

3. Consultants, alumni, or volunteers

Consultants, alumni, or volunteers found responsible for violating this policy will be referred to local law enforcement for appropriate action and may be removed from their working relationship with WNCC.

The implied or expressed consent of a student to hazing is not a defense to an alleged violation of this policy. Furthermore, retaliation against any person who reports hazing or who participates in a hazing investigation is subject to disciplinary action.

Any sanction/s imposed by WNCC do not prevent and may be in addition to any legal or civil penalties stemming from the same incident or incidents.

E. Reporting

WNCC will maintain a report of all violations of this policy that are reported to the College. WNCC will provide a bi-annual report in January and August of each year and will post the updated report on the College's website. Violations will also be included in WNCC's annual Campus Safety Report.

F. Prevention and Awareness Programming and Education

WNCC will develop and provide prevention and awareness programming and education for students and employees to include a definition of hazing, primary prevention strategies intended to stop hazing before hazing occurs, how to report an incident, investigative and judicial processes, potential consequences, and information on where to seek help.

Procedures

The College President shall promulgate such procedures as may be necessary for the implementation of this policy.

Revising this Policy

This Board Policy supersedes any prior WNCC policy, procedure, guideline, or handbook on this subject matter.

If statutory provisions, regulatory guidance, or court interpretations change or conflict with this Board Policy, the Board retains the right to revise accordingly and for the changes to take effect immediately.

Original Adoption Date (and Board of Governor's Minutes Item Number):

July 16, 2025 Item G, 1(f)

Revision Date (and Board of Governors' Minutes Item Number):

Prior Policy Number: N/A

Schedule for Review:

Divisions/Department Responsible for Review and Update: Dean of Students

Sponsoring Division/Department: Student Services

Repeal Date:

Cross Reference:

Procedure(s) for Policy: N/A