



Policy Approval/Review Form

This form is used for the approval, amendment, removal or review of a Gordon State College policy. Once authorized with the President's Signature, the policy will be posted to the Gordon State Website. This approval form will be filed in the Office of the President with Cabinet minutes noting approval.

Policy Title *	
Department/Organization	
Policy Editor	
Request Type	New ☐ Amended/Edited ☐ Removed ☐ Reviewed Only ☐

OBJECTIVE (Briefly state your purpose.)

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RESOURCES AND CONSULTATION (Briefly describe the resources (i.e. website, link) used in developing, amending, removing, or reviewing the policy. Include names of other individuals who assisted with this change.)

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COMMUNICATION PLAN (Identify how information about how the policy will be communicated to the college as well as training plans if applicable.)

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Authorizations

Chair/Dean/or Supervisor Signature and Date: _____

Cabinet Sponsor (VP) Signature and Date: _____

President Signature and Date: _____

***Policy Template must be submitted with this form.**



POLICY TEMPLATE

A separate "Policy Approval/Review Form" must be included with any policy submissions to Cabinet.

Policy Name:				
Responsible Cabinet Member:		New		
Responsible Office:		Amendment/Revision		
Contact:		Review Only		

1. Policy Statement

2. Reason for Policy

3. Who Should Read this Policy

4. Resources

5. Definitions

6. The Policy (or “See Attached”)

At Gordon State College, we are committed to providing a safe educational environment for our students and student organizations. As outlined in the Student Code of Conduct, hazing is a violation of state law and is strictly prohibited by Gordon State College both on and off campus. Violation of this policy may result in both disciplinary action and criminal charges.

In compliance with the Stop Campus Hazing Act, these definitions will be updated as such in the Student Code of Conduct:

Hazing means 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 or connection with, the maintenance of membership in, or any other condition or precondition connected to a student organization or school organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in institution or organization activities (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
 - 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. any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
 - g. 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

School / student organization means an organization (such as a club, society, association, corporation, order, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, student government, or group living together) in which two or more of the members are enrolled students or alumni, including local affiliate organizations, whether or not the organization is established or recognized by the institution.

Reporting Alleged Incidents of Hazing

Complaints of hazing may be reported online through the Incident Reporting Form or to the Ethics & Compliance Hotline and should include as much information as possible, such as: (1) the type of misconduct alleged; (2) the name and contact information of the student organization or group; (3) the date(s), time(s), and place(s) of the alleged hazing; (4) the name(s) and contact information of any individual(s) with knowledge of the incident; (5) whether any tangible evidence has been preserved; and (6) whether a criminal complaint has been made. Where appropriate, Complainants may file a law enforcement report as well as an institutional report but are not required to file both. Reports may be submitted anonymously to either of the reporting forms.

Investigation and Due Process

Gordon State College shall promptly investigate all hazing allegations in accordance with established student conduct procedures. Investigations will be documented and conducted by trained personnel. The process will include:

- Notice to Involved Parties
- Opportunity to Respond
- Timely Adjudication
- Written Notice of Outcomes
- Retaliation Protections

Hazing Prevention and Training

Gordon State College will implement a research-informed hazing prevention strategy that includes annual training for students, faculty, staff, advisors, athletic staff, and organization leaders.

Required Reporting

In compliance with the Georgia SB 85 "Max Gruver Act", Gordon State will publicly disclose administrative adjudication of hazing or hazing related convictions. The law requires that institutions establish policies to facilitate the:

- (1) Reporting, investigation, provision of due process, and administrative adjudication of alleged incidents of hazing as related to students and student organizations; and
- (2) Public disclosure of administrative adjudications of hazing or hazing related convictions within 15 calendar days of final adjudication or public notice of criminal conviction and remain posted for a period of no less than five years.