



DATE CREATED: June 2025

TITLE: Anti-Hazing Policy

RESPONSIBILITY: Vice President of Human Resources, Equal Opportunity & Civil Rights;
Executive Vice President of Student Affairs

PURPOSE

Madison Area Technical College District ("Madison College" or "the college") is committed to providing a safe, respectful, and welcoming environment for our students, employees, and volunteers. In accordance with [Public Law No. 118-173, Stop Campus Hazing Act](#) and [Wisconsin Statue Statute 948.51, Crimes Against Children: Hazing](#), this policy prohibits all forms of hazing. It promotes prevention, education, accountability, and support for those impacted.

POLICY SCOPE

This Policy applies to (a) all College students (as defined below); (b) all Student Organizations (as defined below); (c) employees and (d) other persons acting in an official capacity that advise or coach student organizations and/or groups and who have direct contact with students. This policy applies to conduct that occurs on or off-campus.

POLICY OVERSIGHT

Madison College has designated the college's Civil Right and Compliance unit within the Human Resources Department (Civil Rights and Compliance) with responsibility for administering the Anti-hazing Policy in collaboration with the Dean of Students Office, and Public Safety Services. This responsibility involves both ensuring adherence to the guidelines and assisting with their implementation.

DEFINITIONS OF RELEVANT TERMS

The following definitions are provided to clarify terms referenced in this policy.

Aggravated hazing. Hazing that results in serious bodily injury or death to a student.

Brutality. Any activity undertaken with the intention to be cruel, that severely impacts a person's mental or physical health or safety.

Hazing. As defined by the 118th Congress, 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 (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (e.g., a club, athletic team, fraternity, or sorority); and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:

- Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- "Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- "Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- "Causing, coercing, or otherwise inducing another person to perform sexual acts;
- "Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- "Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- "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."

Organizational hazing. Hazing or aggravated hazing that a Student Organization intentionally, knowingly, or recklessly promotes or facilitates.

Prevention programs. Initiatives designed to reduce or prevent health risks, diseases, or undesirable outcomes, aiming to improve health and well-being through targeted interventions.

Risk. A situation involving exposure to danger. Includes potential risks, however slight.

Student. Any person who has a pending application for admittance to attend the College or who have been notified of their admission to the College and/or who are matriculated, enrolled or registered in any College academic program or activity. Students on a leave of absence and persons who were students when they allegedly violated this Policy also are included.

Student Organization. The term 'student organization', for purposes of reporting under paragraph (1)(F)(iv) and paragraph (9)(A), means an organization at an institution of higher education (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 students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

PROHIBITED CONDUCT

The College adheres to [Public Law No. 118-173 \(Stop Campus Hazing Act\)](#). The following behaviors violate this Policy:

- Purposefully, knowingly, recklessly, or negligently engaging in hazing.
- Participating in the planning of hazing or being present during hazing.
- Failing to intervene to stop or prevent hazing when aware of a planned activity.

- Failing to assist or seek help when aware, or should reasonably be aware, that someone is in danger from hazing.
- Knowingly making a false accusation of hazing.
- Failing to report suspected hazing or other prohibited conduct.
- Failing to cooperate in an investigation of hazing.
- Retaliating against or taking adverse action against anyone reporting hazing or participating in an investigation or disciplinary process.

HAZING BEHAVIORS

The following actions (including but not limited to) are considered hazing:

- Violation of federal or state criminal laws.
- Forcing the consumption of food, liquids, alcohol, drugs, or any substance that poses a risk of physical or emotional harm.
- Physical brutality (e.g., whipping, beating, branding, forced calisthenics, or exposure to harmful elements).
- Mental brutality (e.g., activities that harm mental health or dignity, sleep deprivation, social exclusion, or causing extreme embarrassment).
- Sexual brutality.
- Any activity that creates a reasonable risk of bodily injury.

Exclusion: Hazing does not include "reasonable and customary" training, contests, competitions, or events accepted by the organization.

AGGRAVATED HAZING

The following behaviors are considered aggravated hazing:

- Acting with reckless disregard for the health and safety of a student.
- Coercing or forcing the consumption of alcohol or illegal drugs.

ORGANIZATIONAL HAZING

Organizations engage in hazing if they:

- Create an environment where new members are subjected to unreasonable expectations (e.g., excessive work hours, menial tasks, or unrelated responsibilities) solely to prove loyalty or commitment.
- Pressure new members to participate in uncomfortable social events (e.g., drinking parties or late-night activities) under the guise of "team building" or initiation, with the expectation that failure to comply results in exclusion.

Note: Claims of consent or acquiescence by the individual being hazed will not be considered mitigating factors or justifications for hazing. Additionally, authorization or approval of hazing by a student organization or the College is not acceptable.

ENFORCEMENT OF THIS POLICY

Madison College's Civil Rights and Compliance unit within the Human Resources Department shall coordinate the investigation of all hazing allegations. When appropriate, other college offices may handle certain aspects of the college response including:

- Any violation of this Policy by a student or Student Organization shall be deemed a violation of the [Student Conduct and Community Standards](#), with oversight by the Dean of Students Office.
- All allegations under this Policy involving an employee shall be addressed through the disciplinary processes outlined in the Employee Handbook, with oversight by Human Resources.
- All allegations of this Policy involving a volunteer shall be addressed by the College event coordinator overseeing the volunteer's participation.

SANCTIONS

Anyone found responsible for violating this Policy may face disciplinary action. Individual students found responsible for violating this Policy may be placed on probation, suspended, dismissed, expelled or issued any other sanction(s) found in the [Student Conduct and Community Standards](#).

Student Organizations may be placed on probation or deferred suspension, lose privileges, lose College recognition or College funding. Student Organizations may also face sanctions by college departments under which they function. Employees found responsible for violating this Policy may be subject to corrective or disciplinary action, up to and including termination.

DISCLOSURE AND TRANSPARENCY

Madison College complies with the Clery Act by providing the campus community with timely, complete, and accurate collection of crime data along with security and safety policies. These statistics and policies are published and distributed to the public every year in the [Madison College Annual Security Report](#).

Any violations of this Policy reported to the College that lead to a charge of policy violation, or the issuance of charges related to federal or state laws concerning hazing will be identified in the Daily Crime Log and included for statistical purposes in the college's Annual Security Report.

AWARENESS AND PREVENTION PROGRAMS

Madison College is dedicated to promoting a safe, healthy, and respectful campus environment for its students, employees, and guests and providing education that will change cultures and support students who have concerns.

PROTECT THE PACK

Madison College offers outreach and awareness programming throughout the academic year designed to inform and engage various audiences (students, faculty, staff) about specific issues and resources, ultimately aiming to foster a more informed and engaged campus community and prevent incidents of hazing, bias, discrimination and harassment.

EDUCATIONAL PROGRAMS

Madison College works with Student Life, Athletics, and other departments to conduct ongoing educational activities to promote positive group identity and prevent hazing behavior.

SOLUTIONS TO HAZING

Organizations often struggle with changing hazing practices, but there are many creative ways to shift from hazing to a positive membership experience. Some members may resist change, particularly those who

endured hazing themselves and expect others to go through the same. Others may be bullies who enjoy exerting power over new members. While eliminating hazing may face strong opposition, many people can be convinced of its negative effects and risks. Presenting alternative approaches to the perceived benefits of hazing can help shift opinions and promote healthier practices.

The supposed “benefits” of hazing follow in bold with non-hazing alternatives to accomplish the same goal listed below.

Foster Unity

- Engage in group community service projects or collaborate on chapter room improvements.
- Participate in team-building activities like a ropes course to strengthen communication and leadership skills.
- Plan joint events with other organizations to encourage collaboration.

Develop Problem-Solving Abilities

- Have new members work together to identify challenges within the organization (e.g., recruitment, apathy) and propose solutions.

Cultivate Leadership Skills

- Encourage involvement in campus activities outside the organization and offer leadership roles within the group.
- Establish a peer mentor program to develop leadership within the organization.
- Invite community leaders to share their experiences and leadership insights.

Instill a Sense of Membership

- Organize special events (e.g., movie nights, plays, or church services) to bring the entire chapter together.
- Host a “membership circle” where members can reflect on and share what membership means to them.

Promote Scholarship

- Utilize academic resources, such as tutoring services, and designate study hours.
- Host workshops on study techniques, time management, and test-taking skills.

Build Awareness of Organizational History

- Invite senior members to share the organization’s history, traditions, and significant alumni achievements.

Support Personal/Professional Development

- Organize seminars on resume writing, job interviews, and career exploration using college resources.

Involve Members in the Community

- Participate in campus and local community service projects.
- Plan fundraisers or volunteer events for charitable causes.

Enhance Relations with Other Organizations

- Collaborate with other groups to organize social or service events, promoting unity across campus organizations.

ANTI-HAZING PROCEDURE

HOW TO REPORT HAZING INCIDENTS

Madison College encourages anyone who experiences or has information about hazing (e.g., student, family member, visitor, or other third party) to immediately make a report to the college. Prompt reporting enables law enforcement to collect and preserve evidence and Public Safety to gather timely and relevant information to aid in investigations. Public Safety, the Dean of Students Office, and the Civil Rights and Compliance unit within the Human Resources department will act in the best interests of the overall College community, based upon the available information.

There is no single source for reporting. Allegations may be reported by any person at any time (including during non-business hours) using the following options:

- It is preferred to share information online, using the [Harassment/Discrimination Reporting form](#).
- Contact Civil Rights and Compliance at 608-246-6005 or civilrightsandcompliance@madisoncollege.edu.
- File an incident report with Public Safety Services. Reports can be made from any campus to either of these Public Safety Services locations.

Public Safety Services

Truax Campus, Room B1240

1701 Wright St.

Madison, WI 53704

PublicSafety@madisoncollege.edu

(608) 245-2222

Public Safety Services

Goodman South Campus, Room 101

2429 Perry St.

Madison, WI 53713

PublicSafety@madisoncollege.edu

(608) 245-2222

- Students can also contact the Dean of Students Office at 608-243-4555 or deanofstudents@madisoncollege.edu.

Employees receiving reports must share them with Public Safety or Civil Rights and Compliance.

POLICY VIOLATION INVESTIGATION PROCESS

Allegations of hazing will be investigated in accordance with the college's procedures for addressing bias, harassment, discrimination, and other conduct-related matters. An initial interview will be conducted with the complainant or reporting party to gather information, determine what happened, identify those involved, and establish the timeline of events. After confirming the nature of the incident, the college will initiate the appropriate process for addressing the concern.

RETALIATION

Retaliating against a person who has in good faith made a report or participated in an investigation of a complaint of hazing is strictly prohibited. Retaliation includes but is not limited to ostracizing the person; pressuring the person to drop, not support the complaint, or to provide false or misleading information; or engaging in conduct that may reasonably be perceived to adversely affect that person's educational, living, or work environment; threatening, intimidating, or coercing the person; or otherwise discriminating against

any person for exercising their rights or responsibilities under this policy. Retaliation may be determined even if the complaint is ultimately found to have no merit.

Retaliation is a serious violation of Madison College's Equal Opportunity, Anti-harassment and Nondiscrimination Policy. Acts of alleged retaliation should be reported immediately to the college and will be promptly investigated. Madison College is prepared to take appropriate steps to protect individuals who fear that they may be or have been subjected to retaliation.

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