



HAZING PREVENTION POLICY & PROCEDURE

Student Services & Activities

Policy Number: 3020

1.0 PURPOSE

Columbia Basin College (“CBC or “the College”) is committed to and maintains a learning and working environment where students, employees, and visitors feel safe, secure, and welcome. The College supports responsible activities aligned with CBC’s core values as positive educational opportunities in preparation for student group or organization membership and affiliation. CBC recognizes the act of hazing as illegal, irresponsible, intolerable, and inconsistent with the College’s commitment to maintaining a positive educational and working environment. This policy is intended to comply with RCW 28B.10.900-908 by addressing hazing activity by any party, regardless of the existence of consent. This Policy supplements, but does not supersede CBC’s Student Code of Conduct, Chapter 132S-100 WAC, any CBC employment contract, or collective bargaining agreement.

2.0 AUTHORITY & SCOPE

2.1 Authority: RCW 28B.50.140 and RCW 28B.10.900-908.

2.2 Scope: All CBC students; student clubs, organizations and groups; employees; volunteers; and visitors.

3.0 DEFINITIONS

3.1 The following definitions are specific to the terms of this Policy and do not modify or revise similar terms as used in related procedures or collective bargaining agreements.

3.1.1 Campus Community are students; faculty; staff; volunteers; student clubs, organizations and groups; alumni; and consultants of CBC.

3.1.2 Employee is a person who is receiving wages from CBC and is in a position with direct ongoing contact with students in a supervisory role or position of authority. As used in this Policy, “employee” includes student employees. “Employee” does not include a person employed with an affiliated organization, entity, or extension of the College, unless the individual is in a supervisory role or position of authority over students. “Employee” does not include confidential employees (employees who provide confidential services, such as mental health counseling, unless reasonable cause, as defined in Section 3.1.4 of this Policy, is obtained outside of the confidential role).

3.1.3 Hazing defined as in RCW 28B.10.900, "hazing" includes any act committed as part of a person's recruitment, initiation, pledging, admission into, or affiliation with a student organization, athletic team, or living group, or any pastime or amusement engaged in with respect

to such an organization, athletic team, or living group that causes, or is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in this state, including causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the person to risk of such harm, regardless of the person's willingness to participate. Hazing does not include customary athletic events or other similar contests or competitions.

- 3.1.4 Reasonable Cause is witnessing hazing or receiving a credible written or oral report alleging hazing or potential or planned hazing activity.
- 3.1.5 Student Group is a student organization, athletic team, or living group, including, but not limited to, student clubs and organizations, members of a class or student cohort, student performance groups, and student living groups within student housing.

4.0 HAZING PREVENTION POLICY & PROCEDURE

This Policy applies to student organizations, groups, and individuals and is effective from enrollment to commencement, including breaks in the academic year.

4.1 Hazing Prohibition

- 4.1.1 Participation in hazing activities is prohibited under RCW 28B-10-901, RCW 28B.10.902, and the CBC Student Code of Conduct, WAC 132S-100-235.
- 4.1.2 This Policy addresses hazing activity by any party, and applies to hazing that takes place between two or more people who are affiliated with the College regardless of whether it occurs at sanctioned or non-sanctioned events, on- or off-campus.

4.2 Student Clubs, Organizations and Groups

- 4.2.1 Student clubs, organizations and groups, regardless of chartered or registered status, are responsible for ensuring that their activities are acceptable under this Policy. Questions regarding the acceptability of a proposed activity should be discussed with the Office of Student Conduct.
- 4.2.2 The College recognizes that a student club, organization or group may belong to a national oversight organization that also holds members accountable to expectations and standards. CBC is committed to working with these outside affiliates to address hazing allegations and will communicate with them as appropriate.

4.3 Training

- 4.3.1** Consistent with the requirements of RCW 28B.10.904, CBC will provide students with educational programming on the dangers of hazing, including information regarding hazing awareness, prevention, intervention, and CBC policy prohibiting hazing. This educational programming may be provided in person or electronically, and will be part of the College's new student orientation. The program will also be posted on the CBC website for the public, including parents, legal guardians, and volunteers to review.
- 4.3.2** Electronic and hard copy materials on student rights and responsibilities given to student organizations, athletic teams, or living groups (e.g., Course Catalog and Student Housing Handbook), shall include a statement on the College's antihazing policy and the dangers of hazing.
- 4.3.3** Consistent with the requirements of RCW 28B.10.907, CBC will provide hazing prevention education, either electronically or in person, on the signs and dangers of hazing as well as the College's prohibition on hazing to employees at the beginning of each academic year and for new employees at the beginning of each quarter or during new employee orientation.

4.4 Violations

- 4.4.1** Violation of this Policy may result in disciplinary action for students and student organizations under the Student Code of Conduct, including, but not limited to, suspension or expulsion of students, revocation of an organization's registration or recognition at the College, and/or reporting to law enforcement, arrest and/or prosecution.
- 4.4.2** In accordance with state law, a person who participates in hazing of another will forfeit any entitlement to state-funded grants, scholarships, or awards for a period of time determined by the College.
- 4.4.3** Violation of this Policy by employees or volunteers may result in disciplinary action, up to and including termination of employment or volunteer opportunities, and/or reporting to law enforcement, arrest and/or prosecution.
- 4.4.4** Violation of this Policy by visitors may result in trespass from CBC campuses, and/or reporting to law enforcement, arrest and/or prosecution.
- 4.4.5** Consent to or acquiescence in hazing activity is not a defense.

4.5 Reporting

4.5.1 Report hazing to:
Office of Student Conduct
conduct@columbiabasin.edu
509-542-4765, ext. 2765

Campus Security & Safety
ASaferCBC
campussecurity@columbiabasin.edu
Pasco Campus: 509-542-4819, ext. 7777
Richland Campus: 509-539-8167, ext. 4021

In the event of an emergency or a situation that endangers anyone or the campus community, call 9-1-1 immediately.

- 4.5.2** If, as a result of observations or information received during the course of employment or volunteer service, any employee or volunteer has reasonable cause to believe that hazing has occurred, the employee or volunteer shall report the incident at the earliest opportunity.
- 4.5.3** A person who witnesses hazing or has reasonable cause to believe hazing has occurred or will occur and makes a report in good faith may not be sanctioned for the violation of hazing unless the person is directly engaged in the planning, directing, or act of hazing reported.
- 4.5.4** Nothing in this Policy shall preclude a person from independently reporting hazing or suspected hazing activity to law enforcement.
- 4.5.5** CBC will maintain and publish a report disclosing all student groups found responsible for violating CBC antihazing policies, rules or regulations. The report will be published at least forty-five (45) days before fall quarter commences and at least ten (10) days before the start of any other academic quarter. The report will contain the name of the student organization, athletic team, or living group, beginning and ending dates for the hazing investigation, the dates the student group was charged with hazing and the date it was found responsible for the violation, a description of the incident, and a description of the sanctions and the date they were imposed. The report shall not include any personal or identifying information of individual students and shall be consistent with the requirements of the Federal Family Education Rights and Privacy Act of 1974, 20 U.S.C. Sec. 1232g (FERPA). Each report will be retained for at least five (5) years.

4.6 Hazing Prevention Committee

- 4.6.1** CBC shall establish a Hazing Prevention Committee responsible for promoting and addressing hazing prevention. The committee shall have a minimum of six members including a designated chair appointed

by the College President. Fifty percent of the committee positions shall include students currently attending CBC with at least one position filled by a student from a student club or organization, athletic team, or resident of student housing. The other fifty percent of the committee positions shall include at least one faculty or staff member and one parent or legal guardian of a student currently enrolled at the institution. Student input shall be considered for committee membership.

- 4.6.2** A student who is a member of a student organization, athletic team, or student housing group that was affiliated with a finding of a hazing violation within the last twelve months may not participate in or be a member of the Hazing Prevention Committee.

5.0 FORMS & OTHER RESOURCES

[Hazing Prevention Training](#)

[Office of Student Conduct](#)

[Campus Security & Safety](#)

[Columbia Basin College Student Code of Conduct](#)

[RCW 28B.10.900-908](#)

6.0 HISTORY & POLICY CONTACT

6.1 Originated: 09/2022

6.2 Revised: 02/2023

6.3 Proposal Date: 09/01/2022

6.4 Policy Review: 10/2023

6.5 Promulgation Date: 10/03/2022

6.6 Responsible Administrator: Vice President for Student Services