

## Anti-Hazing Policy and Procedures

**Background Information:** On July 6, 2021, Ohio Governor Mike DeWine signed Senate Bill 126 into law, also known as Collin's Law. Collin's Law is Ohio's Anti Hazing Act, enacting a number of changes intended to end hazing and any cultural issues that allow hazing to persist. The law substantially alters R.C. § 2903.31, Ohio's criminal statute against hazing. The new law is not just aimed at regulating student behavior; administrators, faculty, employees, and volunteers are also subject to criminal charges under the new law. This law went into effect October 7, 2021.

Collin's Law makes a number of changes, including but not limited to:

- Expands the definition of hazing and specifies that hazing may include "coercing another to consume alcohol or a drug of abuse."
- Increases the penalty for hazing to a 2nd degree misdemeanor.
- Expands the list of officials required to report hazing.
- Widens the scope of those who can be punished for participating in or permitting hazing. (A violation that results in serious harm is a 3rd degree felony.)
- Requires that those aware of hazing report it to authorities, with penalties up to a 1st degree misdemeanor for failing to do so.
- Requires the Ohio Department of Higher Education to implement a statewide anti-hazing plan.
- Requires staff and volunteers at colleges and universities to undergo training on hazing awareness and prevention.

Misdemeanor Level Offense under Collin's Law (new language in bold):

- No person shall recklessly participate in the hazing of another.
- No administrator, employee, or faculty member, **teacher, consultant, alumnus, or volunteer of any organization**, including any primary, secondary, or post-secondary school or of any other educational institution, public or private, shall recklessly permit the hazing of any person **associated with the organization**.

Under Collin's Law, the misdemeanor version of hazing was increased from a fourth-degree misdemeanor to a second-degree misdemeanor. This means that the punishment for violating this section of the anti-hazing law will carry a maximum fine of \$750 and the maximum amount of jail time that could be imposed is 90 days.

New Felony Level Offense under Collin's Law:

- No person shall recklessly participate in the hazing of another when the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to the other person.

- No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization, including any primary, secondary, or post-secondary school or any other educational institution, public or private, shall recklessly permit the hazing of any person associated with the organization when the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to that person.

The new felony level hazing offense added by Collin's Law is specifically targeted at coerced consumption of alcohol or drugs of abuse that cause serious physical harm to the person that consumed the alcohol or drugs. Collin's Law makes it a felony for both the persons involved in the act of hazing (via coerced alcohol and drug consumption) and individuals that permit hazing (via coerced alcohol and drug consumption) to occur. A violation of this new felony level hazing law is a third-degree felony. Meaning the penalties substantially increase in fine amount (up to \$10,000) and imprisonment (up to three years).

**Policy:** All acts of hazing, bullying, and cyberbullying are prohibited. OBC students are entitled to be treated with consideration and respect. Any form of behavior that is likely to cause physical or psychological harm to any other person within the OBC community is prohibited. OBC has a zero tolerance to any act of hazing, bullying, and cyberbullying. OBC holds students accountable for their behavior both on and off-campus and addresses behavior that is a violation of the "Student Code of Conduct." This policy applies to student organizations, groups and individuals and is effective from matriculation to commencement, including breaks in the academic year. This policy applies to conduct that occurs on or off-campus, between two or more people who are affiliated with the College, or any student or other organization associate with the College. Any student or organization found to be involved in any act mentioned here may be subjected to suspension or expulsion.

**Procedure:** Immediately upon learning of potential hazing, a staff or faculty member has the duty to report violations of this policy. This would be any employee who receives a complaint of hazing or who observes or learns of conduct that is reasonably believed to be in violation of this policy is required to report the alleged conduct to a Campus Security Authority.

Employees with a duty to report violations of this policy include faculty, administration, and staff. Student employees have a duty to report violations of this policy of which they become aware in the course of their duties when these duties include responsibility for the safety and wellbeing of other members of the campus community.

In addition to the duty to report hazing to OBC's Campus Security Authority as identified above, in some circumstances there is also a duty to report allegations of criminal conduct to law enforcement.

OBC will maintain a report of all violations of this Policy that are reported to the College and which result in a charge of violation of this Policy. OBC will update the report bi-annually on January 1 and August 1 of each year and will repost the updated report to OBC's website.

OBC will provide annually at least one program on hazing prevention education to all staff, faculty, student workers, and volunteers. The education program will be provided either in person or electronically. OBC will maintain a record of individuals who have completed the program.

Here are links that give you short videos to view for hazing prevention education:

<https://youtu.be/dbD-OpGIWDg>

<https://youtu.be/EAyPj9CDm74>

<https://youtu.be/1N3u9qwgghYg>

[https://youtu.be/2t\\_Whr3hDH0](https://youtu.be/2t_Whr3hDH0)