



POLICY: Anti-Hazing
DRAFTED: June 11, 2025
ADOPTED: June 26, 2025

I. POLICY STATEMENT

North Country Community College, sponsored by Essex County and Franklin County, is part of the State University of New York (SUNY) system. The establishment of policies is the responsibility of the North Country Community College Board of Trustees, while assisting in the application and compliance with those policies is the responsibility of the College administration. We maintain and affirm that the most equitable and fair policies are those that involve shared governance, and we are committed to engaging the College community in the development/modification of established policies wherever possible. This policy follows that process.

Anti-Hazing Policy Statement

Hazing is abusive, degrading, psychologically damaging, and may be life-threatening. It is unacceptable in all forms and has no place in the North Country Community College community. Student groups, organizations, and athletic teams are important contributors to a vibrant and positive campus life and are expected to act in accordance with the Student Code of Conduct and to treat others with respect. Hazing by individuals and student organizations is prohibited in any form both on campus and off campus.

II. SCOPE

This policy applies to all faculty, staff, and students of North Country Community College and its affiliates.

III. POLICY

North Country Community College prohibits an individual student or group of students that intentionally, knowingly, or recklessly causes or creates an unreasonable risk of harm to another student as a requirement for initiation into, affiliation with, or continued membership of a recognized or unrecognized student organization, regardless of whether a student willingly participates.

In the case of students participating in a student organization unrecognized by the College that contains two or more members that are students enrolled at the College, such individual students may be subject to a charge or charges of hazing on an individual basis.

IV. DEFINITIONS

A. Hazing

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 with, or the maintenance of membership in, a student organization; and
- 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. The following are non-exhaustive examples of conduct that causes or creates such a risk:
 - 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 applicable local, New York 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.

This definition is compliant with New York State law. Under New York State Penal Law, a person may be charged with hazing if, during another person's initiation into or affiliation with any organization, they intentionally or recklessly engage in conduct that creates a substantial risk of and/or causes physical injury to another person. A criminal charge of hazing may result in a violation or misdemeanor.

B. Student Organization

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.

V. REPORTING PROCEDURES AND RESPONSIBILITIES

North Country Community College encourages the reporting of incidents of hazing and takes every such report seriously. It will investigate all reports diligently and thoroughly in accordance with the [Student Code of Conduct](#) and/or other applicable policies and procedures. Individuals found responsible for committing, soliciting, encouraging, directing, aiding, or recklessly permitting hazing to occur will be subject to disciplinary sanction that could include suspension or expulsion.

Any person may report hazing in person, by mail, by telephone or by electronic mail, using the contact information listed below or by utilizing the [online incident reporting form](#).

Jackie VanBrunt, Associate Vice President of Student Affairs
North Country Community College, Hodson Hall, Rm 125
23 Santanoni Ave, Saranac Lake, NY 12983
518-891-2915 ext. 1205 | jackie.vanbrunt@nccc.edu

North Country Community College will respect the privacy of reporters but cannot guarantee confidentiality for hazing reports. The information you provide will be relayed only as necessary to investigate and/or seek a resolution and/or to comply with other appropriate North Country Community College policies and procedures, and any federal, state and/or local laws, rules and regulations. North Country Community College will limit the disclosure as much as possible, even if the institution determines that the request for confidentiality cannot be honored.

North Country Community College recognizes that students are sometimes reluctant to report hazing activity, due to a fear of potential consequences for their own conduct. For this reason, the College has adopted an amnesty policy which states that a student who acts in good faith to report activity that may fall within the definition of hazing and/or a victim who cooperates fully as a witness in the investigation and disciplinary process may not be subject to student conduct sanctions related to their own participation in hazing behavior and other behavior including related to alcohol and/or drug violations as determined by the College in its sole discretion.

In the event amnesty is granted for self-reported behaviors, if evidence is presented that the student has continued to engage in hazing behaviors or has knowledge of hazing activity that was not reported, they may be held accountable for past behavior. Students who choose to report and request amnesty for their own conduct should know that amnesty does not apply to any criminal or civil action that may be taken by any law enforcement agencies.

VI. INVESTIGATION AND RESPONSE PROCEDURES

Investigation Process

After a report is received, North Country Community College will quickly review the submission and determine the next appropriate actions. If a report is criminal in nature, local law enforcement will be contacted. North Country Community College will also conduct its own investigation to prevent a recurrence of the alleged hazing and to determine if there are potential violations of the Student Code of Conduct and/or any other applicable processes depending upon the nature of the complaint.

Retaliation

No person may intimidate, threaten, coerce or discriminate against any individual because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Hazing Policy and Procedure. Complaints alleging retaliation may be filed with the Office of Student Affairs and/or Human Resources. Any reports of retaliation involving an employee covered by a Collective Bargaining Agreement will be addressed through the appropriate processes.

VII. SANCTIONS

In the event of a violation, the sanctions within the Code of Conduct may be imposed and include, but may not be limited to:

- A. **STUDENT:** The following types of sanctions may be imposed upon a student found in violation:
 - i. A range of disciplinary statuses as outlined in the Student Code of Conduct, including Warning, Probations, Suspension or Expulsion.
 - ii. Restrictions on activities or privileges.
 - iii. Restitution may be imposed, which may include direct payment for damages caused by the offender or indirect payment of the same through service to the College.
 - iv. Administrative Withdrawal from a course or Program Dismissal. No monetary refund of any College fees shall be allowed.
 - v. Suspension from College may be imposed and shall mean that the student is not allowed to participate in any College activity in any form, including classes, for a specified length of time. No monetary refund of any College fees shall be allowed.
 - vi. Dismissal from the College may be imposed and shall mean that the student is prohibited from taking part in any College activity. No monetary refund of any College fees shall be allowed. In such cases, the final decision is subject to review and final determination by the College President.
 - vii. In the event of criminal acts, further legal action by local law enforcement officials may be enforced.
- B. **EMPLOYEE:** In the event a violation, disciplinary actions may include, but are not limited to:
 - i. Corrective action, as applicable to collective bargaining agreements and applicable Civil Service Law Section 75.
 - ii. Suspension and or/termination, as applicable to collective bargaining agreements and Civil Service Law Section 75, if deemed appropriate.
 - iii. Restitution may be imposed, which may include direct payment for damages caused by the offender or indirect payment of the same through service to the College.
 - iv. In the event of criminal acts, further legal action by law enforcement officials may be rendered.