

Hazing Policy

1. Purpose

Keck Graduate Institute (KGI) is committed to providing a safe, inclusive, and respectful learning environment for all students, faculty, staff, and affiliated community members. Hazing, in any form, is inconsistent with KGI's mission and values and is strictly prohibited. This policy complies with the **Stop Campus Hazing Act (SCHA)** and reflects best practices in hazing prevention, intervention, transparency, and education. Hazing is a criminal offense under **California Penal Code § 245.6**.

2. Definition of Hazing

Hazing is any method of initiation or pre-initiation into a student organization, group, or body (whether officially recognized by KGI or not) that is likely to cause **serious bodily injury** to any current, prospective, or former student or causes or creates more than a reasonable risk of physical or psychological injury.

Serious bodily injury includes conduct that leads to loss of consciousness, concussion, bone fracture, protracted loss or impairment of any bodily function, wounds requiring extensive suturing, serious disfigurement.

Note: The fact that a person consented to hazing is not a defense under California law.

For more information on hazing, see SCHA and California Penal Code § 245.6.

3. Prohibited Conduct

The following activities are strictly prohibited and considered violations of KGI's Hazing Policy, whether conducted on or off campus:

- Physical assaults such as paddling, whipping, or beating
- Forced consumption of alcohol, drugs, or substances
- Acts of humiliation, intimidation, or degradation
- Deprivation of sleep, food, or hygiene
- Forced physical activity beyond what is normal for a person's health
- Any activity that recklessly or intentionally endangers the mental or physical health of a student

Customary athletics or KGI-sanctioned events are **not** considered hazing. Conduct that conditions participation in such events may constitute hazing depending on the conduct.

4. Consequences of Hazing

In extreme cases, hazing can result in death. Even in less extreme cases, hazing can cause adverse effects that impact a person's daily life. It is essential to be aware that someone may be suffering from the adverse impacts of hazing even if their experience does not culminate in death or physical injury. One study found that 71% of those who experience hazing suffer from adverse effects such as:

- Physical, emotional, and/or mental instability
- Deterioration of relationships
- Loss of respect for and desire to be a part of the organization
- Sleep deprivation
- Decline in academic performance
- Losing sense of control
- Erosion of trust within the organization
- Illness or hospitalization

5. Institutional Accountability

KGI will take appropriate disciplinary action against any individual or group found to have engaged in hazing. Sanctions may include:

- **For Students:** Disciplinary probation, suspension, or dismissal
- **For Student Organizations:** Loss of recognition, suspension of privileges, or disbandment
- **For Faculty/Staff (if involved):** Disciplinary action up to and including termination
- **Legal Consequences:** Individuals may be subject to criminal prosecution under California law, including fines and/or imprisonment

6. Reporting an Incident and Investigation

Any member of the KGI community who witnesses or suspects hazing is strongly encouraged to report it. Reports may be made to:

- Office of Student Affairs: student_affairs@kgi.edu
- KGI Campus Safety: KGI_CampusSafety@kgi.edu
- Anonymous Reporting - **Silent Reporting**

Students and/or organizations engaging in activity that is considered hazing as defined by California law may also be reported to the Claremont Police Department. All reports will be taken seriously and investigated promptly. Retaliation against individuals who report hazing in good faith is strictly prohibited and may result in disciplinary action.

7. Investigation Process

Upon receiving a report, KGI will:

- Conduct a preliminary assessment to determine credibility and scope
- Initiate a formal investigation led by Student Affairs and Campus Safety
- Implement interim measures to protect community safety
- Refer to law enforcement if criminal conduct is suspected
- Issue findings and sanctions based on the outcome

8. Policy Review

This policy will be reviewed annually by the VP Finance & Administration in consultation with Legal Counsel to ensure compliance with California law and alignment with best practices in graduate education.

9. Hazing Prevention and Awareness

To comply with the SCHA and promote a positive campus culture, KGI offers mandatory training for all incoming students and student organizations on hazing prevention and reporting.



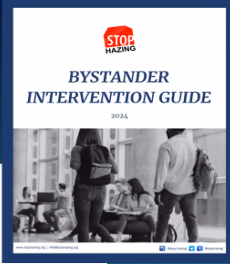

10. Resources

a. Stop Hazing

StopHazing Resources

Suggested research-based resources to support hazing prevention:

- StandUp to Hazing™ Online Curriculum
- Hazing Prevention Consortium (HPC)
- Research-informed Workshops & Trainings
- Toolkits & Guides for Prevention
- Infographics & Social Media Content
- Webinars
- Institutional Membership



StopHazing.org/resources

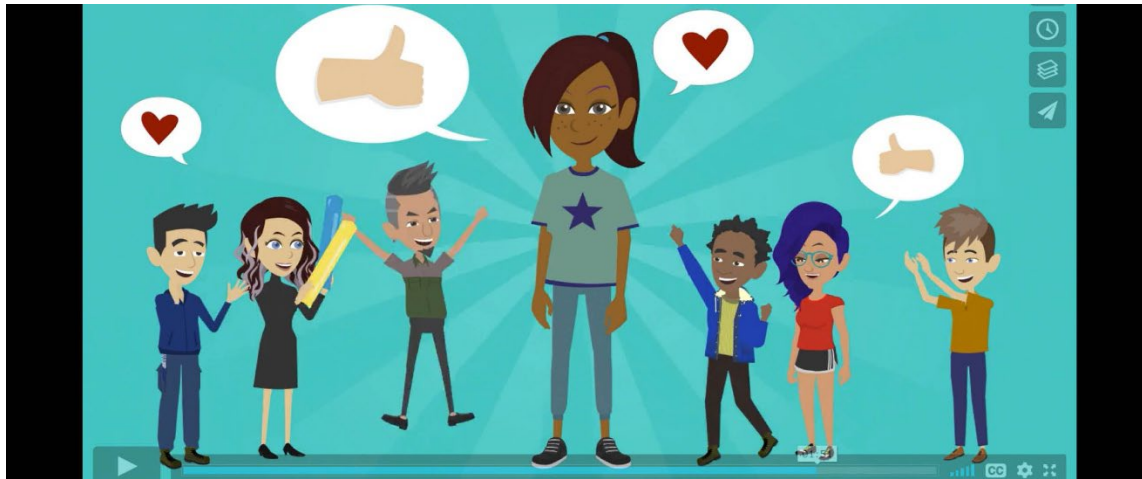


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b. Prevention Resources

Joining a Group? Watch This



All of us need to belong. And everyone deserves to be treated with respect within a group, team, or organization. **Watch this 2-minute video** to see how hazing looks in some settings and learn what to do about it.

Positive Team-Building Activities



Healthy recruitment and positive group building can incorporate elements such as community service, philanthropy, service-learning, mentoring, outdoor challenges, and learning about the group's history and values. Get additional **Alternatives to Promote Group Bonding**.



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You Can Intervene



The bystander education film, "Intervene," depicts a student taking action to help a friend who is being hazed. Learn more about how to help.