



Anti-Hazing Policy

Policy Statement and Purpose

Northern New Mexico College is committed to providing a safe and secure environment for all faculty, staff, students, and visitors. Northern New Mexico College therefore maintains zero tolerance for any form of hazing. The College will not permit experiences, events and/or activities that will, or could, compromise a student's health, safety, well-being, dignity and/or rights.

Policy Scope

This policy applies to all NNMC students, student groups, student organizations, and employees, along with volunteers acting in an official capacity on behalf of the institution. It is applicable to hazing that occurs between two or more people affiliated with the College, at any time, while the parties are associated with the NNMC, whether the event occurs on or off campus.

The following factors do not prevent action or conduct from being considered hazing and a violation of this policy:

1. Expressed or implied consent,
2. The conduct is not considered a part of an official event or otherwise sanctioned or approved by a student organization, student group, or College.

Definitions

"Hazing"

Any action of situation created by one or more members, advisors, or coaches of a student organization (including athletic teams) to other organization members or prospective members that intentionally or recklessly threatens or produces mental and/or physical harassment, humiliation, fatigue, degradation, ridicule, shock or injury, etc. The action is in connection with the initiation, admission, affiliation, re-instatement, ongoing membership, and/or enhanced membership or status of an individual in a student group or organization, which may occur with or without the consent of the participants and may occur on or off campus.

Hazing activities shall include, but not be limited to, forcing, compelling, requiring, encouraging, or expecting, whether direct or implied, any individual to participate in any of the following actions or activities: paddling; kidnapping; all forms of physical activity which are used to harass, punish, or harm an individual; excursions or road trips; confinement; spraying, painting, or pelting with any substance; burying in any substance; nudity with the intent to cause embarrassment; servitude; exposure to uncomfortable elements; verbal abuse; wearing, in public, of apparel which is conspicuous and/or indecent; forcing

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consumption of alcohol or any other substance, legal or illegal; depriving students of sufficient sleep; burning, branding, or tattooing any part of the body; psychological hazing. Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts.

“Student”

A student is understood as any person from the time they are admitted to the College up through the date of graduation. It is a temporal definition and is defined by the person’s relationship with the institution at the time of the incident. This term includes, but is not limited to: (a) Newly admitted students; (b) Currently enrolled individuals, including dual-enrolled students; and/or; (c) An individual who has been enrolled in classes at any time within the prior two semesters (i.e., summer, fall, or spring), as well as individuals who are a part of the Upward Bound, HEP or Adult Basic Education programs.

“Student organization”

A student organization is any group of people who are associated with each other and who have registered with the College as a student organization, or is otherwise recognized by the College (i.e. the Student Senate or Athletic Teams), or operates in a way that implies association with the College.

“Student group”

Student Group means a number of persons who are associated with the College and each other, but who have not registered, or are not required to register, as a student organization (e.g., spirit groups, military organizations, honor societies, musical or dance ensembles, bands, or clubs, etc.).

“Serious physical harm”

Serious physical harm includes, but is not limited to, any harm that involves disfigurement; protracted loss of use of or impairment of the function of a bodily part, organ, or mental faculty; substantial risk of death or emergency hospitalization; and/or unconsciousness.

“Prohibited Conduct”

The following includes, but it not limited to, behaviors that constitute a violation of this Policy:

1. Purposefully, knowingly, recklessly, or negligently hazing any person.
2. Involvement in the planning of hazing and/or being present during hazing.
3. Failing to intervene to prevent or stop hazing if the individual has prior knowledge of a planned hazing activity.
4. Failing to assist or seek assistance if the individual knows or reasonably should know that another is in danger from the effects of hazing.

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5. Knowingly making a false accusation of hazing.
6. Failing to report any information about suspected Prohibited Conduct if required to do so.
7. Failing to cooperate in an investigation of hazing.
8. Retaliating against, or taking adverse action toward, any reporting party and/or person participating in a hazing investigation or disciplinary proceeding.

As noted previously, it is impossible to anticipate every situation that could involve hazing. The behavior outlined above does not, and cannot, encompass every possible circumstance that can be categorized as hazing. Further, this policy is not intended to prohibit customary athletic events, contests, competitions, or trainings that are sponsored by the College, the organized and supervised practices associated with such events, or activity or conduct that furthers the goals of a legitimate curriculum or program, and/or support student learning through the co-curricular as approved by the College.

Reporting Hazing

Northern New Mexico College takes all hazing allegations seriously. The will follow up and fully investigate all hazing allegations. There are several options to report hazing:

- If you feel that an individual is in immediate danger, please contact local law enforcement.
- If your concern is about an individual student or organization hazing someone, please contact the Dean of Students.
- Otherwise, if your concern is about the failure of an employee to report hazing, please contact the Dean of Students as well as Human Resources.

Responsible Division/Unit: Dean of Students

History: Approved by the Board of Regents 6/23/2023