Colby-Sawyer College Hazing Policy and Campus Hazing Transparency Report

1. Purpose

Colby-Sawyer College is committed to maintaining a safe, inclusive, and respectful campus environment and prohibits hazing.

This policy establishes requirements and procedures for preventing, reporting, investigating, and responding to hazing in accordance with applicable federal and state law, including the Jeanne Clery Campus Safety Act, as amended by the Stop Campus Hazing Act, and New Hampshire RSA 631:7.

Other College policies may also apply when conduct associated with hazing involves discrimination, harassment, sexual misconduct, violence, alcohol or drugs, retaliation, or other prohibited behavior.

2. Scope and Applicability

This policy applies to all Colby-Sawyer College students, faculty, staff, student organizations, athletic teams, clubs, and other affiliated groups.

The policy applies to conduct involving an initiation into, affiliation with, or maintenance of membership in a student organization, whether or not the organization is formally established or recognized by the College.

All members of the College community are expected to refrain from participating in, encouraging, condoning, or knowingly permitting hazing and to report suspected hazing as required by this policy and applicable law.

3. Definition of Hazing

For purposes of college policy and federal Clery Act reporting requirements, hazing means 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 College or the organization, such as the physical preparation necessary for participation in an athletic team, of physical or psychological injury.

Hazing may include, but is not limited to:

- whipping, beating, striking, electronic shocking, placing harmful substances on another person's body, or similar activities;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activities;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- activities that place another person in reasonable fear of bodily harm through threatening words or conduct;
- activities against another person that include a criminal violation of local, state, Tribal, or federal law; or
- activities that induce, cause, or require another person to perform a duty or task involving a criminal violation of local, state, Tribal, or federal law.

The willingness or consent of an individual to participate does not prevent conduct from constituting hazing.

4. Student Organizations

For purposes of the Stop Campus Hazing Act, a student organization is a group, organization, or association in which two or more members are students enrolled at Colby-Sawyer College, whether or not the organization is established or formally recognized by the College.

Student organizations may include, but are not limited to:

- clubs;
- associations;
- corporations;
- orders;
- societies;
- corps;
- service or social groups;
- athletic teams;
- bands;
- student government; and
- other similar groups.

This definition includes both formally recognized College organizations and informal or unrecognized groups that otherwise meet the definition of a student organization.

5. Prohibited Conduct and Retaliation

Hazing is prohibited in connection with student organizations, clubs, athletic teams, and other covered groups.

No individual, group, or organization may:

- engage in or participate in hazing;
- direct, encourage, assist, or facilitate hazing;
- knowingly permit or condone hazing;
- require or pressure another person to participate in hazing; or
- fail to report hazing when reporting is required by this policy or applicable law.

Retaliation against an individual who, in good faith:

- reports suspected hazing;
- provides information concerning suspected hazing;
- participates in an investigation, hearing, or other proceeding related to hazing; or
- assists another person in making a report

is prohibited and may result in disciplinary action.

Retaliation may include intimidation, threats, coercion, harassment, adverse treatment, interference with participation in a college activity, or other conduct intended to discourage reporting or participation in an investigation or proceeding.

6. New Hampshire Hazing Law

New Hampshire RSA 631:7 prohibits student hazing at educational institutions.

Under New Hampshire law, hazing includes an act directed toward a student, or coercing or intimidating a student to participate in an act, when the act is likely to cause physical or psychological injury and is a condition of initiation, admission, continued membership, or association with an organization.

Individuals who knowingly participate in hazing, or who have direct knowledge of hazing and fail to report it to law enforcement or institutional authorities, may be subject to criminal penalties.

Educational institutions and organizations may also be held responsible for knowingly permitting or condoning hazing, failing to take reasonable measures to prevent hazing, or failing to report known hazing to law enforcement.

A person's consent to hazing is not a defense under New Hampshire law.

In accordance with New Hampshire law, Colby-Sawyer College reports hazing reported to it or otherwise known to it to the New London Police Department. Any resulting law enforcement investigation or criminal proceeding is separate from the College's internal investigation and disciplinary process.

View New Hampshire RSA 631:7.

7. Reporting Hazing

Students, faculty, and staff who witness, experience, or have knowledge of suspected hazing must immediately report the conduct to the Colby-Sawyer College Department of Campus Safety.

Reports may be made through any of the following methods:

- **In person:** Department of Campus Safety, James House
- **By telephone:** 603-526-3300
- **Online:** College online hazing reporting form

Reports should include as much available information as possible, including:

- the name of the individual or organization involved;
- the date, time, and location of the conduct;
- a description of what occurred;
- the names of witnesses or other individuals who may have relevant information; and
- any photographs, messages, recordings, documents, or other available evidence.

A person does not need to determine conclusively that hazing occurred before making a report. Conduct that is suspected to involve hazing should be reported so that it can be assessed and addressed.

Reports involving an immediate threat to health or safety should be made by calling 9-1-1 and notifying Campus Safety as soon as it is safe to do so.

8. Institutional Response and Disciplinary Process

Initial Response and Investigation

When a report of suspected hazing is received, the Department of Campus Safety initiates an inquiry or investigation and documents the reported conduct.

The investigation may include:

- interviews with reporting parties;
- interviews with individuals who experienced or were subjected to the reported conduct;
- interviews with witnesses, respondent students, organization members, advisors, coaches, employees, and others who may have relevant information;
- collection and review of photographs, recordings, messages, social media content, documents, physical evidence, and other available information; and
- preparation of a college incident report or investigative report.

The College may take appropriate interim or protective measures when necessary to protect individuals, preserve evidence, prevent retaliation, or maintain the safety and integrity of the College community.

Review and Referral

Information developed during the investigation is reviewed by appropriate Student Development officials to determine whether the reported conduct may constitute a violation of the Code of Community Responsibility or another College policy.

When appropriate, the matter may be referred to Citizenship Education for resolution through the College's student conduct process.

Depending on the allegations and circumstances, the matter may be:

- assigned to a hearing officer;
- assigned to a hearing board;
- referred for an informal or alternative resolution when permitted;
- addressed through an organizational conduct process; or
- referred to another appropriate College office or process.

Notice and Opportunity to Respond

Respondents will receive notice of the allegations or charges and an opportunity to respond through the applicable College process.

When a hearing is conducted, the respondent may present relevant information and identify witnesses. A complainant or respondent may have a College faculty or staff member assist as a support person throughout the process, consistent with the Code of Community Responsibility.

After the information-gathering portion of the process concludes, the hearing officer or hearing board determines responsibility using the standard established in the Code of Community Responsibility. Under the current student conduct process, responsibility is determined based on whether it is more likely than not that the respondent violated College policy.

Sanctions and Other Measures

When an individual respondent or student organization is found responsible for hazing or related misconduct, sanctions or corrective measures may include, as appropriate:

- warning;
- educational requirements;
- probation;
- restrictions on participation in college activities;
- restrictions on organizational activities;
- loss or suspension of organizational recognition or privileges;
- removal from an organization or activity;
- suspension;
- dismissal; or
- other educational, remedial, protective, or disciplinary measures.

When permitted by the applicable College process, prior conduct history may be considered when determining appropriate sanctions.

For complete information regarding the student conduct process, hearing procedures, responsibility determinations, appeals, and sanctions, refer to the Code of Community Responsibility.

College disciplinary proceedings are separate from any criminal investigation or prosecution conducted by law enforcement. The College may proceed with its internal process regardless of whether a criminal complaint is filed or a law enforcement investigation is pending.

9. Hazing Prevention and Awareness Programs

Colby-Sawyer College provides research-informed hazing prevention and awareness programming designed to educate students and employees about:

- the College's definition and prohibition of hazing;
- conduct that may constitute hazing;
- the physical, psychological, academic, organizational, and legal risks associated with hazing;
- circumstances and group dynamics that may contribute to hazing;
- reporting responsibilities and available reporting options;
- bystander intervention;
- ethical leadership;
- strategies for preventing hazing; and
- healthy approaches to building group identity, cohesion, and belonging.

The College's prevention initiatives include the following programs.

Hazing Awareness and Prevention

Hazing Awareness and Prevention is a research-informed online prevention program offered through Vector Solutions.

The student program helps participants:

- recognize hazing and its potential harms;
- understand why hazing may occur;
- identify behaviors that may constitute hazing;
- understand physical, psychological, and legal risks;
- understand reporting responsibilities;
- develop bystander-intervention and ethical-leadership skills; and
- identify healthy strategies for building group cohesion without hazing.

A corresponding program for administrators, faculty, and staff addresses the identification, prevention, reporting, and institutional response to hazing.

Hazing prevention training is required annually for:

- traditional undergraduate students;
- graduate students who participate in clubs or athletics;
- faculty; and
- staff.

Bringing in the Bystander

Bringing in the Bystander is a research-informed prevention program provided to first-year undergraduate students.

The program emphasizes the role that community members can play in recognizing concerning behavior and safely intervening before, during, and after potentially harmful situations. It provides participants with knowledge and practical skills for bystander intervention, ethical leadership, and community responsibility.

The College may provide additional hazing-prevention education, organization-specific training, advisor and coach education, awareness campaigns, and other prevention initiatives as appropriate.

10. Resources and Support

Students affected by hazing may obtain counseling, health services, and assistance coordinating appropriate academic accommodations through the William T. Baird Health and Counseling Center.

Additional assistance is available through:

- the Department of Campus Safety;
- the Division of Student Development;
- Residential Education;
- Athletics staff, coaches, or administrators, when applicable;
- faculty or academic support personnel; and
- other appropriate College offices.

Seeking counseling, medical assistance, academic support, or other supportive resources does not require a student to participate in a College disciplinary process.

11. Policy Review and Contact Information

This policy will be reviewed at least annually and revised as necessary to maintain consistency with applicable federal and state law, College procedures, prevention programming, and reporting requirements.

Questions about the policy or reports of suspected hazing may be directed to:

Colby-Sawyer College Department of Campus Safety
James House
Email: cssafety@colby-sawyer.edu
Telephone: 603-526-3300

Reports may also be submitted through the College's online hazing reporting form.

12. Campus Hazing Transparency Report

Purpose of the Report

In accordance with the Stop Campus Hazing Act, Colby-Sawyer College publishes and maintains a Campus Hazing Transparency Report concerning established or recognized student organizations found responsible for violations of the College's standards of conduct relating to hazing.

The Campus Hazing Transparency Report is separate from the College's Clery Act crime statistics and serves a different reporting purpose.

Information Included

For each applicable finding of responsibility, the Campus Hazing Transparency Report identifies:

- the name of the student organization;
- a general description of the hazing violation and the College's findings;
- whether the violation involved the abuse or illegal use of alcohol or drugs;
- the sanctions imposed on the organization, if any;
- the date the incident was alleged to have occurred;
- the date the investigation was initiated;
- the date the investigation ended with a finding that a hazing violation occurred; and
- the date the College notified the student organization of the finding.

The report will not include personally identifiable information about an individual student, consistent with the Family Educational Rights and Privacy Act and other applicable federal law.

Reports that do not result in a finding of responsibility against an established or recognized student organization are not included in the Campus Hazing Transparency Report.

Publication and Maintenance

The College updates the Campus Hazing Transparency Report not less frequently than twice each year.

Information included in each update will be maintained on the College's public website for five calendar years from the date the update is published.

Difference Between the Transparency Report and Clery Statistics

The Campus Hazing Transparency Report and the College's Clery Act hazing statistics are based on different requirements.

The Campus Hazing Transparency Report concerns established or recognized student organizations that have been found responsible for hazing through the College's disciplinary process.

Clery Act hazing statistics concern reported incidents that:

- meet the applicable federal definition of hazing;
- occur within the College's Clery geography; and
- are reported to a Campus Security Authority or applicable law enforcement agency.

An incident does not need to result in a disciplinary finding of responsibility to be included in the College's Clery Act statistics.

An incident may therefore be included in the College's Clery Act hazing statistics without appearing in the Campus Hazing Transparency Report. Conversely, a finding involving conduct outside the College's Clery geography may be included in the Campus Hazing Transparency Report without being included in the College's Clery Act statistics.

Annual Clery Act statistics concerning reported hazing incidents are published separately in the College's Annual Campus Security and Fire Safety Report.

Campus Hazing Transparency Report Entries

Academic Year 2024–2025

Colby-Sawyer College issued no findings of responsibility against an established or recognized student organization for a hazing violation during the 2024–2025 academic year.

Academic Year 2025–2026

Colby-Sawyer College issued no findings of responsibility against an established or recognized student organization for a hazing violation during the 2025–2026 academic year.