

COMMENTS RECEIVED ON PROPOSED NEW OR REVISED POLICIES

AP 11.02.04: Hazing Prevention and Response		
Date Comment Received	Comment	Response
5-12-25	See below.	<p>This appears to be an AI rewrite and simplification of the AP. It is organized well and easier to read. Some simplified and shortened language doesn't match statutory language, but we are merging two statutes with slightly different language.</p> <p>If we want to switch to this format of an AP, I will review it line by line to ensure we meet all of the requirements.</p>

COMMENT:

AP 11.02.04

Purpose:

Pima Community College is committed to maintaining a safe and educationally productive learning and living environment. Hazing is strictly prohibited under Arizona state law and College policy. All students, faculty, and staff are responsible for preventing hazing within the scope of their individual authority and must report any suspected incidents.

Reports can be made to:

- **College Police** (520-206-2700 or 911 in emergencies)
- **Dean of Students** [Incident Report Link](#)
- **Office of Dispute Resources** (520-206-4686) or **EthicsPoint Hotline** (1-855-503-8072 – confidential option)
- **Human Resources**

Note: Reports involving imminent danger should be made directly to police by calling **911**.

Students and Organizations involved in hazing are subject to disciplinary action, up to and including **expulsion**. Employees who knowingly permit, authorize, or condone hazing may face **corrective action**, up to and including **termination**. **Consent** to hazing is **not a defense**.

The College, in coordination with law enforcement, will investigate activities that may violate Arizona law. Hazing may be charged as a misdemeanor or felony. The College shall implement hazing prevention and awareness programs that are **research-informed** and aimed at reaching students, staff, and faculty.

SECTION 1: Delegation of Responsibility and Authority

- **Dean of Students:** Responsible for hazing prevention involving students and organizations.
- **Chief Human Resources Officer:** Responsible for employee-related hazing issues.
- **Chief of Police:** Responsible for hazing prevention among visitors and others.

SECTION 2: Definitions

Hazing

Hazing includes organizing or planning hazing. It is **not a defense** if the person hazed consented or if the behavior is considered a tradition.

Arizona law defines hazing as:

Intentionally, knowingly, or recklessly causing, coercing, or forcing a student or minor—during pre-initiation, affiliation, or membership activities—to endure any of the following:

1. **Sexual humiliation or brutality**, including forced nudity or sexual acts.
2. **Psychological or physical tactics** calculated to cause severe mental distress or harm to self or others.
3. **Consumption of substances** posing substantial risk of death, injury, or emotional harm.
4. **Confinement**, restraint, or **significant sleep deprivation**.
5. **Criminal acts** that risk death or physical injury.
6. **Physical brutality**, including beating, paddling, branding, electric shock, excessive exercise, exposure to elements, etc.

Hazing Planning or Organizing

This includes:

- Agreeing with others to engage in hazing and committing an overt act.
- Engaging in conduct that would be hazing if circumstances were as believed.
- Taking steps to initiate hazing, even if not completed.
- Aiding others in planning or committing hazing.

Exemptions

The definition of hazing does **not** include:

- Customary athletic events or contests.
- Activities that further a **legitimate educational, extracurricular, or military training** program.

Organization

Any student group such as fraternities, clubs, athletic teams, or spirit groups recognized by the College.

Student

A person who:

- Is enrolled,
 - Has been accepted for enrollment, or
 - Intends to enroll within 12 months.
- Student status continues until graduation, transfer, promotion, or withdrawal.

SECTION 3: Policy**A. Prohibition**

- Hazing is prohibited regardless of whether a recognized organization is involved.
- Soliciting, planning, aiding, or condoning hazing is also prohibited.
- Interference with investigations or retaliation for good-faith reporting is prohibited.
- **Consent is not a defense.**

B. Duty to Prevent

All College community members must take reasonable steps, within their authority, to prevent hazing. Failure to do so may lead to disciplinary or corrective action.

C. Duty to Report

Reports should be made as follows:

- **Emergencies:** Dial 911 or call College Police (520-206-2700)
- **Students:** Report to Dean of Students or College Police
- **Faculty/Staff:** Report to Human Resources or College Police
- **Others:** Report to College Police
- **Confidential Reporting:** Use the **EthicsPoint Hotline** (1-855-503-8072). Including contact information allows for confidential communication and documentation.

Failure to report suspected hazing may be considered misconduct and subject to disciplinary action.

D. Investigation and Adjudication

- **Students:** Investigated per the Student Code of Conduct
- **Employees:** Investigated per applicable employee conduct policies

- **Organizations:** May be held collectively or individually responsible
The College may impose sanctions beyond those applied by the organization's own processes.

E. Sanctions

For Students or Organizations:

- Letters of warning or reprimand
- Disciplinary probation, suspension, or expulsion
- Restricted access to College property
- Restitution for damages
- Suspension or loss of organizational privileges
- Other appropriate sanctions

For Employees:

- Written or final written warnings
- Suspension, demotion, or pay loss
- Termination
- Restitution for damages
- Other sanctions consistent with College policy

F. Criminal Referral

Hazing that appears to violate the law will be referred to **law enforcement**.

G. Exceptions

This policy does not prohibit:

1. Customary athletic contests
2. Legitimate educational, extracurricular, or military training programs

Procedures

In cases of **imminent danger**, contact College Police immediately at **911** or **520-206-2700**.

For confidential reports, use the **EthicsPoint Hotline**.

SECTION 4: College Reporting and Consumer Notification

The College tracks reports of Hazing incidents made to security authorities and police agencies consistent with the Stop Campus Hazing Act (SCHA). SCHA uses broader definitions of hazing and student organizations and, for Clery reporting, includes organizations that are neither established nor recognized by the College. Pima College Police maintains the Clery log which includes reported Hazing incidents involving SCHA defined organizations, including organizations not established nor recognized by the College.

Pima College Police maintains the Clery log, which includes reported hazing incidents involving SCHA-defined organizations, including those not established nor recognized by the College. The Annual Security Report (ASR) includes:

- Statistics on hazing by SCHA-defined organizations that occur on College property (as defined by Clery geography), and
- Policy and process information from this Administrative Procedure, including primary prevention strategies and programs intended to stop hazing before it occurs.

When required, the Dean of Students or designee maintains and posts a Campus Hazing Transparency Report (CHTR) which includes summary findings concerning any student organizations established or recognized by the College found to be in violation of the College's standards of conduct related to Hazing, no matter where they occur.

- The CHTR is only required following a finding of a Hazing violation by an organization established or recognized by the College.

- The CHTR must be updated twice annually, but only if there are additional Hazing violation findings.

When the CHTR becomes required, the Dean of Students or designee shall ensure it is posted in a prominent location on the College's website.