

ANTI-HAZING POLICY

In compliance with the Timothy J. Piazza Anti-Hazing Law (NJ Public Law 2021 c208)/ and the “Stop Campus Hazing Act” Public Law 118-173.), Passaic County Community College prohibits hazing on or off campus by a College student or employee. A student means an individual who attends or has applied to attend or has been admitted to Passaic County Community College. A student, College-sanctioned club, organization, group or team (a Sanctioned Organization) found in violation of this Policy will be subject to discipline according to the College Student Code of Conduct. Any individual associated with a sanctioned organization who is not a student will be disciplined in accordance with College policy. Criminal referrals and sanctions may also be imposed pursuant to applicable New Jersey anti-hazing laws, N.J.S.A. 2C:40-3.

DEFINITION OF HAZING

Hazing is any action or situation in which a person, in connection with the initiation of applicants or members of a student or fraternal organization, whose membership is primarily students or alumni of the College, knowingly, or recklessly:

- (1) causes, coerces, or otherwise induces another person to commit an act that violates federal or State criminal law;
- (2) causes, coerces, or otherwise induces another person to consume any food, liquid, alcoholic liquid, drug or other substance which subjects the person to a risk of emotional or physical harm or is otherwise deleterious to the person’s health;
- (3) subjects another person to abuse, mistreatment, harassment, or degradation of a physical nature, including, but not limited to, whipping, beating, branding, excessive calisthenics, or exposure to the elements;
- (4) subjects another person to abuse, mistreatment, harassment, or degradation of a mental or emotional nature, including, but not limited to, activity adversely affecting the mental or emotional health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment;
- (5) subjects another person to abuse, mistreatment, harassment, or degradation of a sexual nature; or
- (6) subjects another person to any other activity that creates a reasonable likelihood of bodily injury to the person.

A student may not choose (give consent) to be hazed. The giving of consent does not excuse hazing activities. The good intention or a positive result will not be taken into consideration; if the action is considered hazing, it is still in violation of the policy.

This applies to behavior on or off the Passaic County Community College campus. Events that are optional can be considered hazing due to the emotional status of the student and the fear of not being initiated for not participating.

Hazing shall not include any reasonable and customary athletic, law enforcement, or military training; contests; competitions; or events.

Student should familiarize themselves with the Timothy Piazza Anti-Hazing Law to best understand civil and criminal liability as it relates to acts of hazing in the state of New Jersey, N.J.S.A. 2C:40-3.

Any questions or needed clarification should be directed to the Associate Vice president/Dean of Student Affairs at studentaffairs@pccc.edu.

Questions to ask when planning an activity:

- Does the activity promote and conform to the ideals, values, and the mission of both the College and organization?
- Is it an activity that all members (current and initiates) can participate in together?
- Would the group's adviser and/or other College officials approve of the activity?
- Would your family approve of the activity?
- Would you like to see a story about the activity in the campus newspaper or on social media?
- Will this activity increase new members' respect for the group and all members of the group?
- Is the activity free of mental anguish or physical discomfort?
- Does the activity have inherent value in and of itself?

SANCTIONS FOR HAZING

Sanctions for hazing may include the imposition of fines; the withholding of diplomas or transcripts pending compliance with the rules or pending payment of fines; and the imposition of probation, suspension, dismissal, and any other sanctions the College deems appropriate.

In the case of a college organization which authorizes hazing in disregard of such rules, penalties may also include rescission of permission for that organization to operate on campus property or to otherwise operate under the sanction of the College.

IMMUNITY FOR VICTIMS/WITNESSES/THOSE OFFERING ASSISTANCE

Passaic County Community College encourages all students to act responsibly and in particular for the well-being of another that can be helped to prevent bodily injury or other harm. To encourage reporting, PCCC reserves the right to offer victims of crimes, witnesses and those offering assistance various degrees of immunity.

HOW TO REPORT INCIDENTS

The institution's college website and the student portal post ways to report incidents of hazing. Students will be able to access the Student Complaints form <https://pccc.edu/student-services/student-affairs/student-complaints/> [Student Complaints - PCCC](#) from the Student Affairs college website and submit a confidential report. Students will then scroll to the bottom of the page and click on the Hazing Incident Form.

- [Hazing Incident Form](#)

This report is directed to the Office of Student Affairs and will be investigated appropriately.

THE PROCESS USED TO INVESTIGATE INCIDENTS

The Office of Student Affairs will utilize the same process for investigating hazing complaints as it would student code of conduct violations as noted in the student handbook.

POLICY AND PREVENTION PROGRAM ON HAZING

Passaic County Community College provides access to resources and training materials that include “skill building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing”.

Campus Expectations in Practice

The various departments of Student Affairs will provide:

- Interactive workshops on ethical leadership and building group cohesion without hazing
- Focus on positive initiation practices and meaningful traditions
- Available for all student organizations, with specialized sessions for high-risk groups
- Includes case studies and scenario-based learning

Evidence-based online training module through [StopHazing.org](https://www.stophazing.org)

- Comprehensive digital training covering recognition, prevention, and intervention
- Required for all student organization officers and advisers
- Available 24/7 with progress tracking and certification
- Updated annually to reflect current research and best practices

Bystander Intervention

- Evidence-based training on recognizing warning signs and safely intervening
- Five-step intervention model: Notice, Interpret, Take Responsibility, Know How, Take Action
- Interactive scenarios including hazing situations showing students how to apply bystander intervention skills
- Peer educator model with trained student facilitators

College Campus Training

- Specialized training for faculty, and staff on recognizing and reporting hazing
- Legal obligations and appropriate response protocols
- Trauma-informed approaches to supporting affected students

REPORTS

In accordance with the Timothy Piazza Anti-Hazing Law the College publishes an Anti-Hazing Report. Pursuant to the Stop Campus Hazing Act, the College publishes a Campus Hazing Transparency Report. Both reports contain information on violations of the College’s anti-hazing policy and federal and state laws related to hazing that are reported to the College. The reports will be posted on the College website and updated twice a year on January 1 and August 1. Reports will be retained by the College for five years.

For additional information regarding Student Organization conduct processes, please review the Student Code of Conduct, the Student Handbook and/or the Club/Organization Handbook.