

Adherence to the Stop Campus Hazing Act

Hazing is a severe policy violation at NHS College and is prohibited. The institution fully supports the Stop Campus Hazing Act, signed into law on December 23, 2024, as Public Law 118-173.

Definition of Hazing

Hazing is defined as any intentional, knowing, or reckless act committed by a person, whether individually or in concert with others, against another person or persons, regardless of the willingness of such other person or persons to participate. This definition encompasses acts committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization. Hazing creates risks that exceed those reasonably encountered during participation in higher education or within an organization, such as the physical preparation necessary for participation in an athletic team.

Types of Hazing

Hazing can take many forms, including:

- Physical Hazing: Activities that cause or have the potential to cause physical harm or undue stress, such as whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity, exposure to the elements, causing or coercing, or otherwise inducing sleep deprivation, confinement in a small space, extreme calisthenics, or similar activity.
- Psychological Hazing: Acts that cause emotional or psychological distress or harm.
- Forced Consumption: Making individuals consume food, liquid, alcohol, drugs, or other substances.
- Causing, coercing, or otherwise inducing another person to perform sexual acts;
- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- Humiliation: Activities that embarrass, shame, or degrade an individual.
- Endangerment: Actions that put individuals at risk of harm or injury. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- Criminal Violation of local, State, Tribal or Federal law by any activity against another person or an activity to perform a task that violates the criminal law.

North Dakota Anti-Hazing Law

§ 12.1-17-10. Hazing — Penalty

A person is guilty of an offense when, in the course of another person's initiation into or affiliation with any organization, the person willfully engages in conduct that creates a substantial risk of physical injury to that other person or a third person. As used in this section, "conduct" means any treatment or forced physical activity that is likely to adversely affect the physical health or safety of that other person or a third person, or which subjects that other person or third person to extreme mental stress, and may include extended deprivation of sleep or rest or extended isolation, whipping, beating, branding, forced calisthenics, overexposure to the weather, and forced consumption of any food, liquor, beverage, drug, or other substance. The offense is a class A misdemeanor if the actor's conduct causes physical injury, otherwise the offense is a class B misdemeanor.

Consequences of Hazing

NHS College takes a zero-tolerance stance on hazing. The consequences for individuals found guilty of hazing can include:

- Immediate suspension or expulsion from the institution.
- Revocation of organizational membership.
- Legal action and potential criminal charges.

Support and Reporting

The college encourages all students to report any hazing incidents to campus safety or the VP of Student Services. Support services and confidential reporting mechanisms are available to ensure the safety and well-being of all students. The Campus Safety Officer or the VP of Student Services will investigate all reports of hazing using applicable local, State, and Tribal laws on hazing.

Be sure to include the following information when reporting an act of hazing:

- A general description of the violation, whether the violation included the abuse or illegal use of alcohol and drugs;

- Location;
- The dates of the violation was alleged to have occurred;
- The student organization involved.

The College will:

- Start an investigation within 5 business days of receiving a report;
- Conduct thorough and impartial investigation;
- Notify the affected student organization of the allegations and outcomes;
- Refer cases to tribal and local law enforcement when applicable.

The College remains committed to fostering a safe and inclusive environment where all students can thrive without fear of hazing or harassment. The College plans to implemented the following prevention and awareness programs:

- An online course on hazing, available for students starting July 2025.
- Awareness activities using brochures and activities to stop hazing before it occurs.

Campus Hazing Transparency Report

Starting in December of 2025, the College will produce a report summarizing findings concerning any student organization found to be in violation of the hazing policy. This report will be publicly available on the institution's website and reported out 2 times a year and updated for additional findings.

Definition of Student Organization

A student organization at a higher education institution comprises two or more enrolled students. This includes clubs, societies, associations, sports teams, fraternities, sororities, bands, or student government. It encompasses recognized groups of students pursuing common goals and interests, from academic and sports teams to social and cultural groups.