

## Adherence to the Stop Campus Hazing Act

Nueta Hidatsa Sahnish College (NHSC) maintains zero-tolerance regarding hazing in any form. All employees are expected to be familiar with and uphold this hazing act as outlined in the NHSC Student Handbook.

### **Definition of Hazing:**

Hazing is defined as any act committed as part of a student organization's initiation, admission, affiliation, or ongoing membership process that:

- Endangers the mental or physical health or safety of an individual;
- Demeans, degrades, or humiliates an individual; or
- Causes the destruction or removal of public or private property.

This applies whether the behavior is conducted with or without the consent of the individual(s) involved.

### **Applicability:**

This policy applies to all employees, including faculty, staff, coaches, and advisors, who interact with or supervise student organizations, clubs, athletic teams, or student government. Employees must not engage in, encourage, permit, or ignore any acts of hazing.

### **Employee Responsibilities:**

- Employees are required to report any suspected incidents of hazing to the appropriate college authorities.
- Employees who serve in advisory or supervisory roles for student organizations are expected to proactively educate students about hazing and ensure compliance with college policy.

### **Reference:**

For more detailed definitions, examples, and reporting procedures, please refer to the **NHSC Student Handbook – Hazing Policy Section**.

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment.