

# Sierra College

## ADMINISTRATIVE PROCEDURE

AP 3436

### Hazing

Date Adopted: 10/10/2025

Date Revised:

Date Reviewed:

References: 20 U.S. Code Section 1092; Education Code Section 66305 et seq.;  
Penal Code Section 245.6

The District is committed to providing an academic environment free of hazing. This procedure defines hazing and sets forth a procedure for the reporting, investigation, and resolution of complaints of hazing. This procedure protects current, former, or prospective students.

### Definitions

**Hazing** – Any intentional, knowing, or reckless act committed by a person against another person regardless of the willingness of such other person to participate, in connection with initiation, affiliation, or continued membership in a student organization, that creates a risk of or causes physical or psychological injury beyond the reasonable risks of normal participation in the District or organization.

Hazing may include, but is not limited to: whipping, beating, striking, electronic shocking; sleep deprivation, exposure to extreme elements, or excessive physical exertion; forced consumption of alcohol, drugs, or other harmful substances; coerced sexual acts; activities that induce fear of bodily harm or violate local, state, tribal, or federal laws.

**Student organization** – An organization at the District in which two or more of the members are students enrolled at the District regardless of whether the organization is established or recognized by the District. A student organization may include a student club, society, association, athletic team, club sports team, fraternity, sorority, band, or student government.

### Prohibited Conduct

The District prohibits students, student organization, and employees from engaging in, encouraging, or facilitating hazing. The District strictly prohibits retaliation against individuals who report hazing.

### Reporting Hazing

Individuals may report hazing using the following methods:

**Immediate Danger:** Call 911 or Community Safety at (916) 660-7120.

**Anonymous Reports:** Individuals may report hazing anonymously by contacting Community Safety at (916) 660-7120 or [communitysafety@sierracollege.edu](mailto:communitysafety@sierracollege.edu).

**Confidential Reports:** Individuals may also report hazing via a confidential reporting method in which the reporter provides their identity by visiting the *Report It* page on the District website.

The District will investigate reports of hazing promptly and with confidentiality protected to the extent permitted by law.

### **Investigation and Disciplinary Process**

The Department of Community Safety and/or Human Resources will investigate reports of hazing.

Violation of the District's prohibition on hazing will result in appropriate disciplinary action up to and including termination of employment or expulsion. Student organizations recognized by the District that permit hazing may face suspension, revocation of recognition, or other disciplinary actions.

Disciplinary action may include referral for criminal prosecution.

### **Annual Reporting and Transparency**

The District shall collect and report statistics on hazing incidents in its annual security reports. (See AP 3515 Reporting of Crimes.)

The District shall publish an annual Campus Hazing Transparency Report on its website. The Campus Hazing Transparency Report will summarize hazing incidents and identify the student organization found responsible for hazing. The District will update this report at least twice per year and maintain the Campus Hazing Transparency Report for five years.

### **Prevention and Education**

The District will provide a comprehensive prevention and outreach program addressing hazing for students and employees. The comprehensive prevention program shall include components on identifying hazing, hazing prevention, and bystander intervention strategies. The District's outreach program shall inform students of the District's policy on the prohibition of hazing and include a process for contacting and informing the student body, athletic programs, and affiliated student organizations about the District's prohibition on hazing.

The District requires all students involved in student organizations, clubs, or athletic teams to complete hazing prevention training annually. Additionally, all employees who advise or oversee student groups must also complete hazing prevention training.