

# Southwestern Michigan College Anti-Hazing Policy

*Effective Date: July 1, 2025*

## 1. Purpose

Southwestern Michigan College is committed to maintaining a safe and respectful environment where all students can thrive without fear of hazing. This policy is designed to comply with the [Stop Campus Hazing Act](#) (federal law) and [Garrett's Law](#) (Michigan Public Act 111 of 2004).

## 2. Definition of Hazing

“Hazing” is defined as any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including-
  - Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body or similar activity;
  - Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
  - Causing, coercing, or otherwise inducing another person to 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;
  - Any activity against another person that includes a violation of the student code of conduct, employee handbook, or criminal violation of local, State, Tribal, or Federal law; and
  - Any activity that induces, causes, or requires another person to perform a duty or task that involves a violation of the student code of conduct, employee handbook or a criminal violation of local, State, Tribal, or Federal law.

“Student Organization” is defined as an organization at an institution of higher education (such as a club, society, association, athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

### 3. Legal Compliance

This policy aligns with:

- **Stop Campus Hazing Act:** Requires transparency and educational programming. Institutions must publish hazing reports and ensure training is conducted.
- **Garrett’s Law:** Makes hazing resulting in physical harm a **criminal offense** in Michigan. The law mandates disciplinary and legal action against those involved.

### 4. Prohibited Conduct

The following are strictly prohibited:

- Engaging in hazing
- Organizing, participating in, or condoning hazing rituals
- Failing to report known hazing incidents
- Retaliating against individuals who report hazing

### 5. Reporting Hazing

All students, faculty, and staff are required to report hazing. Reports may be submitted via:

- **Online or Anonymous Reports:**  
[<https://cm.maxient.com/reportingform.php?SWMichiganCollege> ]
- **Phone Hotline:** [269 783-2194]
- **Email:** [security@swmich.edu]

All reports will be investigated promptly and confidentially to the extent possible.

### 6. Investigation and Sanctions

- The Office of Student Conduct &/or Human Resources will investigate all allegations.
- Sanctions may include suspension or expulsion (for individuals), revocation of recognition (for organizations) or dismissal for employees.
- Criminal acts will be referred to law enforcement per Michigan law.

## **7. Transparency and Annual Hazing Report**

In compliance with the **Stop Campus Hazing Act**, if a report involving hazing occurs, Southwestern Michigan College will begin to publish an annual **Hazing Report**, listing all reported hazing incidents over the past five years. The report will be publicly available on the institution's website and updated annually.

## **8. Training and Education**

- All incoming students, staff and faculty will receive mandatory education on hazing awareness, prevention, and reporting.
- Student organizations, athletic teams, clubs will receive annual training.
- Education will include real-life examples, testimonials, and the legal consequences of hazing under state and federal law.

## **9. Amnesty Policy**

Students who report hazing in good faith and seek help for victims will not be subject to disciplinary action for lesser policy violations (e.g., underage drinking) revealed during the report.

## **10. Policy Review**

This policy will be reviewed annually to ensure compliance with federal and state laws, and updated accordingly.