

POLICY TITLE: Stop Campus Hazing Act Policy

POLICY NUMBER:

DIVISION: Student Affairs

DEPARTMENT:

POLICY OWNER/POSITION TITLE: Associate Vice President for Student Affairs

Northeast Wisconsin Technical College (NWTC) strives to maintain a safe and productive campus environment for all members of the NWTC community and its visitors. NWTC is committed to the success of all students and will take the appropriate steps in a caring manner to achieve this goal. NWTC promotes a safe and educationally productive learning and living environment. Hazing is prohibited by Wisconsin State Law (948.51) and by NWTC policy.

SCOPE

Prevention of hazing is the responsibility of every member of the NWTC community. This policy applies to all faculty, employees, students, and any other individuals participating in, or attempting to participate in, NWTC's programs or activities. Each organization, as well as each individual, must accept the personal obligation to uphold the basic community values of being just, civil and respectful of the rights of others.

DEFINITIONS

- **Hazing** means 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 a person or person or persons to participate that:
 1. Is committed in the course of an initiation into, an affiliation with or the maintenance of membership in, a student organization; AND
 2. Causes or creates a risk, above the reasonable risk encountered in the course of participation in NWTC's programs or any NWTC organization of physical or psychological injury including, but not limited to:
 - a) Whipping, beating, striking, electronic shocking, placing harmful substances on someone's body, or similar activity
 - b) Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity
 - c) Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances
 - d) Causing, coercing, or otherwise inducing another person to perform sexual acts

- e) Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct
 - f) Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law
 - g) Any activity that induces, causes or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal or Federal Law
- **Organization** means any club, society, student government body, association, etc., in which two or more of the members are students enrolled at NWTC, whether or not the organization is established or recognized by the institution.
 - **Student** means any person currently enrolled in a credit and/or non-credit course(s) at NWTC, either full-time or part-time.

PROHIBITED CONDUCT

The following actions are strictly prohibited:

1. Hazing activities of any form, regardless of whether they are initiated by students or student organizations.
2. Encouraging, conspiring, or aiding others to participate in hazing.
3. Allowing or permitting any form of hazing to take place.
4. Requiring or pressuring individuals to engage in activities that may cause harm or distress.

PROCEDURE

If there is an immediate threat to a student's health and safety, please call 911.

To initiate a complaint for alleged hazing:

Online: Submit an [Incident Report](#).

Direct Reporting: Reports can be made in person to any NWTC employee of NWTC. For questions related to reporting hazing, please contact the CARE Case Manager at 920-498-6390.

Third Party Reporting: Individuals who wish to report on behalf of others are encouraged to do so, with assurance that all information will be treated with respect and discretion. Confidentiality cannot be guaranteed in situations that prioritize safety, and information may need to be shared with other authorized college officials or law enforcement.

Hazing allegations will be adjudicated through the NWTC Code of Conduct process unless there are Title IX implications (then will proceed through the NWTC Title IX process). When a report of hazing is made NWTC will:

1. Initiate a thorough and impartial investigation into the alleged hazing incident.
 - a. If the victim wishes to report it to law enforcement, NWTC will assist the victim in this process and cooperate with the investigation, to the extent allowed under FERPA.

2. Take appropriate disciplinary action based on the findings of the investigation. Possible sanctions for being found responsible for violating this policy range from a formal warning, up to and including suspension and/or expulsion for individual students. Student organizations may be subject to discontinuation.
3. Ensure students involved in hazing are given access to support services, including counseling, as needed.
4. Publish the details of any findings of responsibility for hazing incidents in the Campus Hazing Transparency Report as required by the Stop Campus Hazing Act.

Protections Against Retaliation:

NWTC prohibits retaliation against individuals who report hazing or participate in the investigation. Any act of retaliation, including but not limited to harassment, threats or intimidation, will be subject to disciplinary action.

Visit NWTC.EDU to learn more about the NWTC Student Code of Conduct and the resolution process

PREVENTION PROGRAMS

Northeast Wisconsin Technical College is committed to educating the community about the risks and consequences of hazing. NWTC will:

1. Provide mandatory annual training on hazing prevention for all faculty and staff, including student club advisors.
2. Educate students about the legal, social, and academic consequences of hazing.
3. Ensure that new students are informed about hazing policies and reporting mechanisms.
4. Offer resources for students to address concerns related to hazing, including counseling and support services.

APPEAL PROCESS

Students have the right to appeal disciplinary decisions. The Stop Hazing Act Policy falls under the NWTC student code of conduct, and the appeal process can be found [here](#).

Revision History

This policy will be reviewed annually and amended as necessary to ensure compliance with federal, state, and local laws.

Revision Number	Effective Date	Description
1	5-6-25	Draft Version
2	5-7-25	Appeal changes