Hazing/Bullying

Hazing violates the Student Code of Conduct at Northern Oklahoma College. Activities that involve forced consumption of alcohol, cause physical or mental distress, or put a student's well-being in danger will result in action from the College.

Oklahoma Statues Section 1190 of Title 21 establishes an anti-hazing policy for all colleges in the state. The statute defines Hazing as follows:

> "Hazing" means an activity which recklessly or intentionally endangers the mental health or physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating subject to the sanction of the public or private school or of any institution of higher education in this state.

You may view the full law at: https://stophazing.org/policy/state-laws/oklahoma/#:~:text=No%20student%20organization%20or%20any,engage%20or%20participate%20in%20hazing.

Any student engaged in hazing may be subject to disciplinary action by the college, regardless of any claimed consent or assumption of the risk by the victim. Hazing incidents should be reported to the Office of Student Affairs at 580.628.6240 or online at https://www.noc.edu/students/current-students/student-complaint-grievance/

Prevention Policy

Northern Oklahoma College is committed to maintaining a safe and respectful campus environment through the prevention of hazing in all forms. The College policy strictly prohibits hazing by any individual or organization affiliated with NOC. Through on-going education and community involvement, NOC aims to eliminate hazing and ensure a supportive environment for all members of the College.

What to do if you are being hazed

- **Stay connected** with friends outside of your student organization.
- **Talk with others** about what you are experiencing and don't keep it a secret.
- **Seek guidance** from your parents/guardians, other family members or College officials.
- **Refuse to participate** in any activity that you do not want to participate in.

Hazing examples

Subtle hazing

Subtle hazing could be activities that are often accepted as “harmless” or “meaningless.” There is often a power imbalance found between new members and other members of the group and subtle acts of hazing are activities or attitudes that breach reasonable standards of respect. Examples of subtle hazing include:

- Assigning meaningless and impossible tasks
- Being required to carry around certain items
- Restriction of communication
- Setting of a curfew

Harassment Hazing

Harassment hazing is used to confuse, frustrate, or cause unnecessary stress for new members to a group. This behavior has the potential to cause emotional anguish and/or physical discomfort. Examples of harassment hazing include:

- Yelling or screaming
- Personal servitude or chores
- Interrogation, deeming, or intimidation
- Forced confinement

Violent Hazing

Violent Hazing is behavior that has the potential to cause physical, emotional, and/or psychological harm. It is often the most extreme types of hazing. Examples of violent hazing include:

- Capturing or kidnapping
- Total or partial nudity
- Forced sexual activities
- Pushing, shoving, or any physical contact
- Paddling

Investigation and Resolution

Upon receipt of a report, the Office of Student Affairs will complete a prompt and thorough investigation. A thorough investigation includes soliciting additional information from the reporting party as needed, identifying and interviewing witnesses, and gathering and securing relevant documentation. The Dean of Students will then incorporate all relevant information

gathered over the course of the investigation into a final investigative report. The Office of Student Affairs will then meet with the student or organization to determine if an administrative meeting will be held regarding the allegations. Out comes of these meetings may be probation, suspension, or dismissal of the student or organization.