



Policy Number: 100.3.2

Policy Title: Hazing Policy

Subject: Section 100 – Governance and Organization

Responsible Office: Compliance/Student Conduct

Date Adopted: July 15, 2025

Date(s) Revised/Implemented:

Date(s) Reviewed:

Next Review Date: July 15, 2028

Approved by:

Sandra J. Bauman
Dean/CEO
Helena College University of Montana

PURPOSE:

This policy defines behavior that is considered hazing and outlines the process used to report and investigate acts of hazing. It also outlines institutional hazing prevention efforts.

POLICY STATEMENT:

Helena College strictly prohibits hazing in all forms, regardless of the consent of those involved. Hazing is contrary to the values and mission of the College and is a violation of institutional policy and federal law under the Stop Campus Hazing Act (an amendment to the Jeanne Clery Campus Safety Act).

This policy applies to all students, student organizations, faculty and staff. It covers conduct occurring on or off campus, during College-affiliated activities, and in virtual environments.

The College strives to promote a safe and respectful learning environment and takes all reports of hazing seriously. The College is also committed to ongoing education, training, and prevention efforts to eliminate hazing and promote student well-being.

DEFINITIONS:

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—

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 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—
 1. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 4. causing, coercing, or otherwise inducing another person to perform sexual acts;
 5. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 6. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 7. 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.

Student Organization

An organization at the College (such as a club, society, association, club sports team, or student government) in which two or more of the members are students enrolled at the College, whether or not the organization is established or recognized by the College.

PROCEDURES:

APPLICABILITY

This Policy prohibits members of the College community, including employees, students, and student organizations, from engaging in Prohibited Conduct as described, while engaged in activities directly related to the nature of their College and University affiliation. This Policy incorporates the Hazing Policy Procedures, which set forth the College's resolution processes for violations of this Policy.

REPORTING TO THE STUDENT CONDUCT OFFICER

The College encourages prompt reporting of conduct that may violate this Policy. Reports of Prohibited Conduct should be made directly to the Student Conduct Officer¹. All Reports of Prohibited Conduct, as described, or informational requests and inquiries about this Policy or the Procedures, should be filed with the Student Conduct Officer:

Valerie Curtin, Executive Director of Compliance & Financial Aid
Donaldson Campus, Rm. 101D
1115 North Roberts Street, Helena, MT 59601
(406) 447-6913 | valerie.curtin@helenacollege.edu

¹ A report of Prohibited Conduct by or against the Student Conduct Officer should be filed with the Dean/CEO of the College.

Some forms of conduct contemplated by this Policy may also constitute crimes and the College strongly encourages individuals to make reports to law enforcement including the Helena City Police Department or other appropriate law enforcement agency². The Student Conduct Officer can assist in reporting to law enforcement.

Particular conduct reported under this Policy may trigger a timely warning notification in accordance with the Jeanne Clery Campus Safety Act. Specifically, the College must issue timely warnings for incidents reported that pose a serious or continuing threat of bodily harm or danger to members of the campus community. The College will undertake efforts to ensure that names and other personally identifiable information is not released, while providing sufficient information to members of the campus community to make informed decisions consistent with the circumstances.

INVESTIGATION

When a student or student organization is accused of hazing, the matter is investigated pursuant to the same method used to investigate other potential Student Code of Conduct violations. Upon receiving a report, the Student Conduct Officer reviews the information contained in the report and begins the investigatory process. A full outline of the process is included in the Student Code of Conduct (see page 18 Student Complaint Procedures).

If College employees are accused of hazing, the Student Conduct Officer or other appropriate office, along with Human Resources, reviews the information contained in the report and, when appropriate, coordinates the investigation process.

Depending on the nature of the conduct reported, in some instances other College policies may apply in addition to this Policy.

PREVENTION AND AWARENESS

Helena College has a strong, coordinated program of targeted educational events, materials, and programs addressing violence prevention, awareness, bystander intervention, and risk reduction.
