

## 2.37 Anti-Hazing

**Last Revised:** February 2026

**Policy:** Piedmont Community College (PCC) is dedicated to creating an environment that is free from hazing. PCC prohibits hazing and any conduct that aids, abets, assists, or supports another in hazing.

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### **Purpose/Definitions:**

#### **Purpose**

The purpose of this policy is to provide a comprehensive framework for preventing, addressing, and eradicating hazing incidents involving College students, faculty, and staff. This policy applies to all individuals and organizations associated with the College, including but not limited to students, employees, volunteers, and affiliated organizations, both on and off campus.

#### **Definitions**

**Hazing** -- Any intentional, knowing, or reckless act, occurring on or off campus, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are, or include, students at an institution of higher education. This includes but is not limited to:

- Physical brutality or abuse
- Forced or coerced consumption of any food, liquid, drug, or other substance
- Forced or coerced physical activity
- Sleep deprivation
- Exclusion from social contact
- Conduct that could result in extreme embarrassment or humiliation
- Any activity that would unreasonably interfere with academic pursuits

**Student Group or Organization**—Any association, corporation, order, society, corps, athletic team, club, fraternity, sorority, service, social or similar group, in which two or more enrolled students of the College are members, regardless of whether the organization is officially recognized by the College.

**Student**— Any individual who is or has attended PCC and regarding whom PCC maintains education records.

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**Approval Authority/Monitoring Authority:** Piedmont Community College's Board of Trustees has approval authority for this policy. The Director, Human Resources Organizational Development, Vice President of Administrative Services/CFO, Vice President, Instruction/CAO, and Vice President, Student Development have monitoring authority for this policy.

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**Procedure:**

Section 1: Prohibited Conduct

- 1.1. The College strictly prohibits hazing in any form. This includes but is not limited to any activity that:
  - 1.1.1. Causes or is likely to cause bodily harm, serious mental or emotional harm, substantial emotional distress, or personal degradation or disgrace resulting in physical or mental harm to a student.
  - 1.1.2. Interferes with a student's academic pursuits, including grades, academic assignments, or scheduled curricular activities.
  - 1.1.3. Occurs on or off campus and involves the forced consumption of any food, liquid, drug, or other substance.
  - 1.1.4. Involves sleep deprivation, excessive physical exertion, or exposure to the elements.
  - 1.1.5. Requires a student to engage in any illegal activity or violate college policies or codes of conduct.
  - 1.1.6. Creates a power imbalance between individuals or groups, or exploits a student's known physical, psychological, or social vulnerabilities.
  - 1.1.7. Involves the use of social media, electronic communications, or other technology to facilitate hazing activities.

Section 2: Reporting

- 2.1. Students, faculty and staff who believe that they have witnessed, experienced, or are aware of conduct that violates this policy shall report the violation to the Director, Human Resources Organizational Development, Director, College Safety, Vice President, Student Development and/or other college administrator.
  - 2.1.1. Failure to report an incident of hazing will be viewed by the College as compliance (through passive participation) in the hazing activity and is a

violation of this policy. Failure to report an incident of hazing may also constitute a violation of federal and state law, PCC Policy 7.5 Code of Conduct, or PCC Policy 5.19 Employee Disciplinary.

- 2.2. The Vice President, Student Development serves as the recipient for any complaint or reporting of hazing. If the report involves criminal conduct, the Vice President of Student Affairs and/or Director, Campus Safety shall notify law enforcement.
  - 2.2.1. When appropriate, other College administrators may handle certain aspects of the College response, such as Title IX Coordinators, the Office of Human Resources Organizational Development, or an academic division within the college.
  - 2.2.2. The College will protect the confidentiality of all parties involved to the extent possible, consistent with the need to conduct a thorough investigation and comply with applicable laws.
  - 2.2.3. Retaliation against any person who reports hazing or participating in an investigation is strictly prohibited and will result in disciplinary action (see PCC Policy 2.32 Non-Retaliation).

### Section 3: Investigation

- 3.1. Hazing investigations involving students will be conducted according to the college's Code of Conduct procedure, which includes an appeals process. (See PCC Policy 7.5 Code of Conduct)
  - 3.1.1. Violations of the code of conduct may result in immediate sanctions, including probation, suspension, or expulsion from the College.
- 3.2. Hazing investigations involving employees will be conducted according to the process defined in PCC Policy 5.19 Employee Disciplinary.
  - 3.2.1. Employees involved in an incident of hazing will be subject to disciplinary action (See PCC Policy 5.19 Employee Disciplinary)

### Section 4: Institutional Reporting

- 4.1. The College will maintain a report of all hazing violations that are reported to the College, and which result in a charge of violation of this policy or the issuance of a charge of violation of federal or state laws related to hazing.
- 4.2. In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), PCC also publishes an Annual Security Report.

- 4.3. All reported hazing and related legal violations will be published in the Annual Security Report according to state regulations and guidelines, and it can be found on the College's public-facing website.

Section 5: Training

- 5.1. All full-time faculty and staff are mandated to complete online interactive training courses selected by PCC, which explain the legal aspects and provide examples of hazing and behaviors to be avoided.
- 5.2. Educational resources regarding hazing and behaviors to be avoided will be provided to students by the College.

**Legal Citation:** N.C. Gen. Stat. § 14-35; Stop Campus Hazing Act; Jeanne Clery Campus Safety Act

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**History:** Effective February 2026

**Cross-references:** PCC Policies 5.19 Employee Disciplinary Policy and 7.5 Code of Conduct