



Standard Healthcare Services College of Nursing

Hazing Policy

At Standard College, we are committed to upholding a zero-tolerance policy against all forms of hazing. The purpose of this policy is to ensure that students at Standard College (hereinafter Institution) are not subjected to any type of hazing. It is the responsibility of all individuals associated with the Institution to encourage an atmosphere of learning, social responsibility, and respect for human dignity. Hazing is an unproductive and hazardous activity that is incongruous with this responsibility and has no place at this Institution, either on or off campus. It is the opinion of this academic community that this kind of behavior is injurious to the individuals involved and the Institution itself.

This policy applies to all persons and groups associated with the Institution, including, but not limited to, administrators, faculty, organization advisors, staff, and students. The Institution shall designate a formal and consistent process for receiving hazing complaints, require investigations into such reports, and ensure compliance with this policy.

‘Hazing’ means to recklessly or intentionally endanger the health or safety of a student or students or to inflict bodily injury on a student or students in connection with or for the purpose of initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, association, fraternity, sorority, or student body regardless of whether the student or students so endangered or injured participated voluntarily in the relevant activity.”

Definitions

“Administrator” means a president, deputy executive director, director of a program, or designee of one of the aforementioned individuals.

“Organization” means association, athletic team, bank club, cooperative, corps, fraternity, order, society, sorority, or other similar group, whose members primarily are students of the Institution. Participating in a class group on social media, such as WhatsApp, or in a similar group for purposes of studying or socializing, is not considered a student organization for purposes of this definition.

“Staff” means any person employed directly by or retained through a contract with the Institution, including a supervisor of an organization, professor, or intern.

“Student” means any person who is enrolled in or matriculating from the Institution, registered or in attendance in a program operated by the Institution, or who has been accepted for admission into any program operated by the Institution.

Notification of Policy

The Institution shall provide notice of this policy to administrators, faculty, organization advisors, staff, students, at the start of the program. At a minimum, this policy shall appear in the institution's website, as well as the student conduct policies and be referenced or included with other governing documents of student organizations to the extent they exist.

Institutional Guidelines

I. Hazing

As it is impossible to anticipate every situation that could involve hazing, this list does not, and cannot, encompass every circumstance that will cause the Institution to discipline for hazing. This policy is not intended to prohibit the following conduct:

1. Any activity or conduct that furthers the goals of a legitimate educational curriculum, extracurricular program, as approved by the Institution.

Definition of Hazing

"Hazing" means to recklessly or intentionally endanger the health or safety of a student or students or to inflict bodily injury on a student or students in connection with or for the purpose of initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, association, or student body regardless of whether the student or students so endangered or injured participated voluntarily in the relevant activity.

Hazing shall include, but not be limited to, forcing, compelling, requiring, encouraging, or expecting, whether direct or implied, any individual to participate in any of the following actions or activities:

- 1) Paddling;
- 2) Kidnapping;
- 3) All forms of physical activity which are used to harass, punish, or harm an individual;
- 4) Excursions or road trips;
- 5) Confinement;
- 6) Spraying, painting, or pelting with any substance;
- 7) Burying in any substance;
- 8) Nudity with the intent to cause embarrassment;
- 9) Servitude;
- 10) Exposure to uncomfortable elements;
- 11) Verbal abuse;
- 12) Wearing, in public, of apparel which is conspicuous and/or indecent;
- 13) Forcing consumption of alcohol or any other substance, legal or illegal;
- 14) Depriving students of sufficient sleep (six consecutive hours per day is normally considered to be a minimum);
- 15) Burning, branding, or tattooing any part of the body;
- 16) Psychological hazing, defined as any act which is likely to:
 - (a) Compromise an individual's dignity;
 - (b) Cause an individual embarrassment or shame;
 - (c) Cause an individual to be the object of malicious amusement or ridicule; or
 - (d) Cause an individual emotional distress;
- 17) Interrogating an individual in an intimidating or threatening manner;
- 18) Misleading prospective members in an effort to convince them that they will not become members unless they complete tasks, follow instructions, or act in a certain way;
- 19) Misleading prospective members into believing that they will be hurt during induction or initiation;

- 20) Carrying any items (shields, paddles, bricks, hammers, etc.) that serve no constructive purpose or that are designed to punish or embarrass the carrier;
- 21) Blindfolding and parading individuals in public areas, blindfolding and transporting in a motor vehicle, or privately conducting blindfolding activities that serve no constructive purpose;
- 22) Binding or restricting an individual in any way that would prohibit them from moving on their own; and
- 23) Requiring or suggesting that an individual obtain or possess items or complete tasks in an unlawful manner (i.e. for a scavenger hunt).

Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts.

II. Location

This policy encompasses all acts of hazing that occur whether on or off campus. As such, an act of hazing by an individual or organization will be viewed by the Institution as a violation of the Institution's hazing policy, regardless of where the act of hazing took place.

III. Consent

An individual may not consent to being hazed, and a victim's voluntary or willful participation in hazing activities will not be considered as a defense against a violation of the Institution's hazing policy by an individual or organization.

Reporting

To report any suspected incident of hazing, contact the Title IX Coordinator/Deputy Executive Director in person, by phone, or by electronic communication.

Heather Ettus, the Title IX Coordinator/Deputy Executive Director, can be reached by the following methods:

Email: hettus@standardcollege.edu

Phone: (703) 992-0704

In- Person: Schedule an appointment with Ms. Ettus through email at hettus@standardcollege.edu.

Please try to include the following information in the report:

- The location of incident/event/behavior
- The date and time of the observed incident/activity/behavior
- A detailed description of the incident/event/behavior
- How did you become aware of this event/behavior
- If you know the names of the individuals involved, with, or aware of, this incident/event/behavior, please provide them.
- Please provide any additional information about the incident/event/behavior (ie, if you know, how long has this activity been occurring)
- Your name. We will not identify you as the source of the information to the suspected parties. Providing your name allows us to contact you, if necessary, with follow-up questions that could aid the investigation and provide you with updates.

You are welcome to report hazing: anonymously or non-anonymously.

Standard College will investigate all actionable reports promptly.

Support for Reporting Allegations of Hazing and Retaliation:

The **Institution** encourages the reporting of hazing behavior. Parties or witnesses may be hesitant to report this behavior or participate in an investigation because they fear that they themselves may be in violation of certain policies, such as underage drinking or illicit drug use at the time of the incident. To encourage reporting under this policy and participation in the investigation process, the institution will not pursue disciplinary action against complainants, respondents, or witnesses for disclosure of minor policy violations — such as illegal personal consumption of drugs or alcohol — where such disclosures are made in connection with a good faith report or investigation of hazing or retaliation. This provision does not apply to more serious allegations such as physical abuse of another or illicit drug or alcohol distribution that contributed to the commission of a policy violation.

Investigation

A report or complaint of hazing shall be thoroughly investigated in accordance with federal and state laws and Institutional guidelines. The findings and conclusions of the investigation shall be reported in accordance with the Institution's reporting system.

In order to initiate a formal investigation of hazing by the Institution, a formal complaint must be submitted to the Title IX Coordinator. All individuals shall be presumed to be not responsible for the alleged conduct until a determination is made as to responsibility at the end of the grievance process. The institution shall use the preponderance of the evidence standard in determining responsibility for a violation of this policy for all cases. Being impaired by alcohol and/or other drugs is no defense to violating this policy. Employees or students who violate this policy may face disciplinary action up to and including termination or expulsion. Third Parties who commit an act of hazing may have their relationships with the institution terminated and/ or their privileges of being on institution premises withdrawn.

Upon receipt of a Formal Complaint requesting that the institution investigate an allegation of hazing, the institution shall follow the grievance procedures described below.

Investigation Process for Hazing Incidents

Upon receiving a report of hazing, the Title IX Coordinator will document the report, conduct a preliminary review to determine whether the behavior described may constitute hazing under institutional or legal definitions, and assess ongoing risk to evaluate whether immediate safety or interim measures are necessary (e.g., no-contact orders, temporary suspension, referral to counseling).

If the report proceeds to investigation, the accused individual(s) will be formally notified of the allegations and investigation process. The reporting party will be advised of their rights, resources, and the process. If the hazing involves a potential crime, local law enforcement may be notified as required.

The investigation typically includes interviews and meetings with the individual/s bringing the complaint, the individual/s who are accused of hazing "the respondent," and relevant witnesses, a review of physical or digital evidence (e.g., text messages, emails, videos, social media), and documentation of the timeline and nature of events.

The Title IX Coordinator will prepare a written report that summarizes all relevant evidence and testimony and evaluate whether a policy violation occurred using a preponderance of the evidence standard (i.e., more likely than not). The report will be submitted to the Academic Review Committee (ARC).

Based on the report, a determination will be made by the ARC regarding responsibility. If the respondent is found responsible for hazing, sanctions may include warnings, suspension, expulsion, educational remedies, or referral to law enforcement. If the respondent is not found responsible, both parties will still be offered support resources.

The institution will provide written notice of the outcome to the respondent (including any sanctions) and the complainant (limited to sanctions that directly relate to them, per FERPA). Records will be maintained for Clery Act compliance and trend monitoring.

Either party may appeal the outcome on permissible grounds (e.g., procedural error, new evidence, bias). The appeals must be submitted in writing within 5 days of the outcome letter and sent by email to the Title IX Coordinator.

All hazing investigations are documented and retained per institutional and federal recordkeeping requirements. Confirmed hazing incidents will be disclosed in the institution's Annual Security Report in accordance with the Clery Act.

Disciplinary Action

Hazing, as defined in this statement, is prohibited under the Code of Virginia as well as Institution policy. Any individual or organization found to be in violation of this policy may face sanctions ranging from warnings, suspension, expulsion from the program, educational remedies, or referral to law enforcement.

§ 18.2-56 of the Code of Virginia states: "the institution's policies and procedures shall provide for expulsions or other appropriate discipline based on the facts and circumstances of each case and shall be consistent with the model policies established by the Department of Education or the State Council of Higher Education, as applicable."

I. Individual & Organization Responsibility

Both individuals and organizations may be held responsible for their actions and participation in incidents of hazing. If an investigation concludes that an individual or individuals directed, engaged in, aided or otherwise participated in, actively or passively, an incident of hazing, disciplinary action may be imposed against the individual(s). If the investigation concludes that an organization knowingly permitted, authorized, or condoned hazing, disciplinary action may be imposed against the entire organization.

II. Retaliation

Standard College prohibits retaliation directed against a person for making a good faith complaint under this policy or who testifies, assists, or participates in an investigation or adjudication process. Retaliation may exist even when the underlying complaint is without merit or not substantiated.

This policy has been adapted from the Commonwealth of Virginia's model hazing prevention policy as developed by the State Council of Higher Education for Virginia.

[Code of Virginia Definition of Hazing](#)

[Code of Virginia Campus Safety; Hazing](#)

[Code of Virginia: Bullying](#)

National Resources

[StopHazing.org](#)

A trailblazer in hazing research and the leader in data-driven strategies that support safe and welcoming school, campus, and organizational climates.

HazingPrevention.org

A national leader in hazing prevention, teaching colleges, universities, schools, clubs, teams, and other groups to move beyond punishment to create a culture that stops hazing before it starts.

[Gordie Center](#)

The mission of the Gordie Center is to end hazing and substance misuse among college and high school students nationwide.