

## Anti-Hazing Policy

Galen College of Nursing prohibits students, employees, individuals otherwise associated with the College, or an organization recognized or sanctioned by the College, from engaging in acts of hazing. Hazing includes 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 is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization and causes or creates a risk of physical or psychological injury, above the reasonable risk encountered in the course of participation in the college or the organization.

Students or employees may report suspected or known acts of hazing to their Dean, Campus Operations Leader, [Title IX Coordinator](#), or by submitting an [Incident Report Form](#). Galen prohibits retaliation against anyone who reports a suspected or known act of hazing.

### Investigation Process

1. Upon receipt of the report, the College will conduct a review to determine if the allegation meets the definition of hazing.
2. If a formal investigation is initiated, written notice will be provided to the individuals or organizations involved, outlining the nature of the allegations and the investigation process.
3. Information relevant to the allegation will be collected, which may include interviews, documentation, and any other pertinent evidence.
4. The complainant and respondents will have their opportunity to provide information and respond to allegations.
5. Upon completion of the investigation, a written report of findings may be prepared.
6. If a violation is substantiated, appropriate disciplinary action will be taken in accordance with the Student Code of Conduct or Employee Discipline Policy, as appropriate. For more information, please see the *Student Catalog* or *Employee Handbook*.

### Prevention Programs

*Students:* Galen College of Nursing will provide students with a program on hazing on an annual basis. The program will include information on hazing prevention, awareness, intervention, and Galen's anti-hazing policy.

*Staff/Faculty:* Galen College of Nursing will provide employees with an annual program on hazing. The program will include information on hazing prevention, awareness, intervention, and Galen's anti-hazing policy.