



## **Anti-Hazing Policy**

Effective 10/11/2021

### **Overview:**

Athena Career Academy prohibits hazing as defined in this policy. The school will investigate and respond to all reports of hazing as outlined in this policy.

### **Philosophy:**

Athena Career Academy is committed to a safe and respectful campus environment that aligns with our institutional mission and vision statements and program philosophies.

### **Definition:**

**Hazing:** as defined by Ohio Revised Code Section 2903.31

“Doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code.”

Hazing is a form of power-based violence. In part, hazing is an attempt to exert control or influence from one person to another. What constitutes hazing is a dynamic and changing set of circumstances that requires a situational response.

Therefore, Athena Career Academy further defines hazing to include:

- a. Any action or situation which recklessly or intentionally endangers the mental, emotional, or physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any student organization or group regardless of the person's consent to participate.
- b. Brutality of a physical nature including but not limited to paddling, whipping, beating, branding, forced calisthenics, or exposure to the elements.
- c. Coerced consumption, including but not limited to any food, alcoholic beverage, liquid, drug, or any other substance that subjects the student to an unreasonable risk of harm.
- d. Acts intended to cause mental stress, including but not limited to sleep deprivation, transportation or abandonment, confinement to a small space, forced exclusion from social contact, forced conduct which could result in embarrassment, any forced activity that is designed to shame or humiliate, or any action of harassment.
- e. Coerced activities, including but not limited to violation of local, state, or federal laws, violation of school policies, rules, or regulations, and personal servitude.
- f. Acts of sexual harassment and other sexual misconduct.

**Scope:**

Athena Career Academy holds students accountable for their behavior both on and off-campus and addresses behavior that is a violation of the "Student Code of Conduct." This policy applies to student organizations, groups and individuals and is effective from enrollment to program completion, including breaks in the academic year.

**Outcomes and Consequences:**

Hazing is a serious offense of the Athena Career Academy's "Student Code of Conduct" and, therefore, is subject to the full range of discipline (reprimand, disciplinary probation, suspension, and dismissal). In addition, other educational activities may be required as conditions of the discipline. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents, academic processes, group in which the student is involved, or their governing bodies. The school has the right to act regardless of the actions of a governing body.

Hazing as defined, as well as some of the specific acts involved, may also violate local, state, or federal laws or regulations; for example, the use of force (including the threat of force) may subject the perpetrator to criminal charges of simple, felonious, or aggravated assault. Punishment upon conviction or plea will be as the court decides and is independent of any decisions made by the school under this policy.

The victim/s of any hazing may file a civil action against one or more individual perpetrators, or against the local or governing organization. Such suits may result in sanctions as the court directs, independent of any decisions made by the school under this policy.

Individuals who participate in hazing or recklessly permit the hazing of another may also face criminal penalties in accordance with Ohio Revised Code sections 2903.31 and 2903.311. These penalties are in addition to sanctions imposed by the school under this policy.

All violations of this Policy are subject to referral to appropriate law enforcement. Disciplinary actions imposed by the school for violations of this regulation may be in addition to any penalty imposed for violation of the criminal laws of the State of Ohio.

**Reporting:****1. Duty to Report:**

Immediately upon learning of potential hazing, all employees, volunteers, advisors, consultants, and alumni have a duty to report any alleged violation of hazing. This obligation extends to reporting what someone tells you and/or what you observe. Each mandated reporter must report to the school and to law enforcement.

Separate from and in addition to any administrative duty to report hazing, Ohio Revised Code section 2903.0311 states that "[n]o administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization, . . . who is acting in an official and professional capacity shall recklessly fail to immediately report the knowledge of hazing to a law enforcement agency in the county in which the victim of hazing resides on in which the hazing is occurring or has occurred."

Further, section 2921.22 of the Ohio Revised Code requires any person who knows that a felony has been or is being committed to report it to law enforcement. It is a criminal offense to knowingly fail to make the report. If you suspect or have knowledge of criminal activity occurring on school property, call please dial 911 immediately. Incidents that occur off-campus should be reported to local law enforcement.

**2. Filing a report of violation of this policy:**

The Compliance Manager serves as the recipient for any complaint or report of hazing. If the report involves criminal conduct, the Compliance Manager shall notify law enforcement.

**Contact Information to file violation report:**

Athena Career Academy  
Compliance Office  
Michelle Moser  
Phone: 419-472-1150 ext. 7231  
Fax: 419-932-6911  
Email: [compliance@athenacareers.edu](mailto:compliance@athenacareers.edu)

**3. Anonymous complaints**

Athena Career Academy is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, the school's ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.

**Investigation process:**

The Compliance Manager (CM) will review all reported allegations of hazing, and where appropriate, investigate. The CM shall coordinate the investigation of all hazing allegations. When appropriate, other school offices/departments may handle certain aspects of the school's response. Additionally, the CM will assess the need for interim measures. Every effort will be made to complete the investigation in a timely manner. The hazing allegation will be investigated and resolved in keeping with the "Student Code of Conduct" process. When a formal conduct charge is made against an organization, the national or oversight organization, if any, shall be notified. Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency.

**Community Education:**

Athena Career Academy will provide a copy of it on our website at [www.athenacareers.edu](http://www.athenacareers.edu). Athena Career Academy is further committed to educating all Athena students, faculty, and staff about what hazing is, how to recognize it and steps to address it.