

Student Anti-Hazing Policy

Target Group: Cleveland Clinic United States Locations		Original Date of Issue: Not Set	Version 1
Approved by: Board of Directors- Main, BOG/MEC- Main	Date Last Approved/Reviewed: 10/27/2021	Prepared by: Rachel King (Director Educational Equity Title IX Coordinator)	Effective Date 10/27/2021
Avon Hospital: MEC approval date: 11/15/2021 Board approval date: 12/15/2021 Effective Date: 12/15/2021		Euclid Hospital: MEC approval date: 11/12/2021 Board approval date: 12/15/2021 Effective Date: 12/15/2021	
Fairview Hospital: MEC approval date: 11/17/2021 Board approval date: 12/15/2021 Effective Date: 12/15/2021		Hillcrest Hospital: MEC approval date: 11/10/2021 Board approval date: 12/15/2021 Effective Date: 12/15/2021	
Lutheran Hospital: MEC approval date: 10/28/2021 Board approval date: 12/15/2021 Effective Date: 12/15/2021		Marymount Hospital: MEC approval date: 11/22/2021 Board approval date: 12/15/2021 Effective Date: 12/15/2021	
Medina Hospital: MEC approval date: 11/16/2021 Board approval date: 12/15/2021 Effective Date: 12/15/2021		South Pointe Hospital: MEC approval date: 11/16/2021 Board approval date: 12/15/2021 Effective Date: 12/15/2021	
CCCHR: MEC approval date: 12/3/2021 Board approval date: 12/3/2021 Effective Date: 12/3/2021		Weston, Florida: MEC approval date: 11/22/2021 Board approval date: 11/22/2021 Effective Date: 11/22/2021	
Coral Springs, FL ASC/FHC: MEC/CSOC approval date: 11/22/2021 Board approval date: 11/22/2021 Effective Date: 11/22/2021			

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

Purpose

The purpose of this policy is to prohibit student hazing and to provide for penalties in compliance with applicable state law.

Policy Statement

Cleveland Clinic is committed to maintaining a safe, healthy and efficient working and learning environment for its students, trainees, employees, patients and visitors. Consistent with the spirit and intent of this commitment, Cleveland Clinic prohibits hazing as defined in this policy.

Definitions

Cleveland Clinic United States locations: Includes the main campus, Avon, Euclid, Fairview, Hillcrest, Lutheran, Marymount, Medina, South Pointe, Children's Hospital for Rehabilitation, Cleveland Clinic Florida, Cleveland Clinic Hospital (Weston), Coral Springs Ambulatory Surgery Center, and all Family Health Centers, Physician practice sites, Nevada practice sites, Emergency Departments, Express Care Centers, Urgent Care Centers and Ambulatory Surgical Centers reporting to these facilities.

Cleveland Clinic Premises: All Cleveland Clinic buildings, other buildings where Cleveland Clinic employees work, parking garages, parking lots or other open areas owned or under control of Cleveland Clinic, in any Cleveland Clinic vehicle, or at any other location while on Cleveland Clinic business.

Affiliate School: An educational institution with which Cleveland Clinic has an affiliation agreement through which enrolled students of the institution participate in Cleveland Clinic's educational programs or activities.

Affiliate Student: An affiliate student is a participant in a Cleveland Clinic educational program or activity who is enrolled in an affiliate school.

Educational Program or Activity: Any program or activity offered at Cleveland Clinic or by Cleveland Clinic employees in the scope of their duties that is educational in nature beyond on-the-job training, general interest, or routine continuing education programs. Factors in determining whether a program or activity is educational include whether it is structured through a particular course of study; whether participants earn academic credit toward a degree or certificate, or qualify to sit for professional exams; or whether a program provides instructors, exams or other evaluation process. Educational programs and activities include, without limitation, degree- or certificate-granting programs offered by Cleveland Clinic and affiliated colleges and universities; clinical rotations for degree- or certificate-granting programs; medical and other residency programs; research and medical fellowships; internships; and educational programs offered to middle school, high school, college and university students.

Hazing: 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.

Program Leadership: For the purposes of this policy, refers to the administrators of a student's educational experience or program. Program leadership includes program directors, education coordinators, preceptors and other Cleveland Clinic employees with the authority to address misconduct in a program/educational experience.

Student: For the purposes of this policy, a student is a person enrolled in a Cleveland Clinic educational program or activity who is not employed by Cleveland Clinic. The term "student" includes affiliate students and trainees who are not employed by Cleveland Clinic.

Policy Implementation

Scope

This policy applies to students as that term is defined in this policy. This policy applies to conduct that takes place on or off Cleveland Clinic premises and that involves two or more people who are affiliated with the Educational Program or Activity. Hazing directed toward or by individuals other than students falls under the [Professional Conduct Policy](#).

Procedure

Individuals who become aware of any student engaged in hazing shall report the conduct to the student's program leadership. The student's program leadership shall investigate the report, as appropriate, in accordance with the disciplinary process for the program. Where the hazing conduct may constitute a crime, program leadership shall report it to the appropriate law enforcement agency.

Violation of Policy

Any student who is found to be in violation of this policy is subject to disciplinary action up to and including dismissal from their program/educational experience. A student may be suspended from participation in their program/educational experience pending the outcome of an investigation. An affiliate student's program leadership will inform an affiliate school of any actions taken under this policy.

Programs of Education, Prevention, Treatment and Support

Cleveland Clinic shall make anti-hazing education available to students, administrators, faculty members and other caregivers.

Regulatory Requirement/References

Ohio Revised Code Section 3345.19, Anti-hazing policy.

Oversight and Responsibility

Education Institute is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

It is the responsibility of each hospital, institute, department, educational program and activity and discipline to implement the policy and to draft and operationalize related procedures to the policy if applicable.

Other Background Information

Issuing Office:

Education Institute

Approved by:

Dr. James K. Stoller, Chairman, Education Institute

Reviewed by:

Susan Hastings, Esq., Deputy Chief Legal Officer