



## Model Anti-Hazing Policy

### Required Model Policy Components

The policy components included below are required of all institutions of higher education in Ohio per Senate Bill 126, also known as Collin's Law. Institutions should verify that these components are covered in their anti-hazing policy.

1. Public affirmative statement that hazing is prohibited.
2. A hazing policy that prohibits all students and student organizations recognized by the institution from engaging in hazing as defined by 2903.31.
3. Provision stating the policy applies to hazing that takes place between two or more people who are affiliated with the institution regardless if it occurs on or off campus.
  - » Including how the policy will be distributed to the campus community and shared via its publicly accessible web site.
4. Potential sanctions for violations of the policy.
5. Description regarding how the policy will be enforced.
6. Operational definition of hazing that is compliant with 2903.31
7. Clear statement to the entire campus community and volunteers on where and how to report hazing, including anonymous reporting options if offered.

8. Requirement that all employees and volunteers of any student organization, who are acting in an official and professional capacity, not recklessly permit hazing from taking place and shall immediately report incidents of hazing to law enforcement. *Note: This provision is not required of the institution to include in its policy; however, the law does require individuals to comply with 2903.311B & 2903.31C2. Sample policy language has been provided in the model policy for consideration.*
9. Reference to the duty of the institution to create a report that captures reported incidents at least five years prior to the effective date of the law, the dates when an updated report will be posted (August 1 & January 1), and where to find the report. *Note: This provision is not required of the institution to include in its policy; however, the law does require the institution to implement the practice. Sample policy language has been provided in the model policy document for consideration.*
10. How the campus will provide training and education and the consequences for an individual who does not attend the training provided. *Note: This provision is not required of the institution to include in its policy; however, the law does require the institution to implement the practice. Sample policy language has been provided in the model policy document for consideration.*

## Sample Policy Language

The sample policy language in this section has been provided for consideration by each institution of higher education in drafting its required model policy components. The language below has been provided by campuses from across the United States, including Ohio. As a result, the language provided does not fully comply with the requirements in Senate Bill 126; it has been provided to give institutions of higher education in Ohio a starting place from which to work when drafting their own policy language. It is strongly recommended that each institution of higher education in Ohio consult with its legal counsel when drafting and finalizing the institution's policy language to ensure it is compliant with Senate Bill 126.

### 1 Public affirmative statement that hazing is prohibited.

<b>Example 1</b>	The Administrative Regulation establishes the University's hazing prevention policy. As part of its commitment to promoting a safe and healthy campus environment for the University community and cultivating a culture that fosters respect for the dignity and rights of all its members, the University does not tolerate hazing activities by any members of the University community.
<b>Example 2</b>	<INSERT CAMPUS NAME> prohibits hazing as defined in this policy. The university will investigate and respond to all reports of hazing as outlined in this policy.
<b>Example 3</b>	<p>Hazing will not be tolerated at the &lt;INSERT CAMPUS NAME&gt;.</p> <p>(a) University student groups (e.g. registered student organizations, intramural, club and varsity athletic teams, and other recognized student groups) and individual students are prohibited from hazing.</p> <p>(b) Hazing is prohibited in any form both on campus and off campus.</p>

(more examples on next page)

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**Example  
4**

<INSERT CAMPUS NAME> prohibits students and recognized student organizations, fraternities and sororities, varsity athletic teams and all other student groups from engaging in hazing. For the purposes of this policy, the University defines hazing consistent with Pennsylvania's Timothy J. Piazza Antihazing Law (Act 80 of 2018).

**2 A hazing policy that prohibits all students and student organizations recognized by the institution from engaging in hazing as defined by 2903.31.**

**Example  
1**

The university 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 matriculation to commencement, including breaks in the academic year.

**Example  
2**

This policy applies to <INSERT CAMPUS NAME> students, student organizations, student groups, and employees. This Policy also applies to volunteers acting in an official capacity that advise or coach student organizations and/or student groups and who have direct contact with students.

<INSERT CAMPUS NAME> has jurisdiction under this Policy whether the conduct occurs on or off campus.

**Example  
3**

This regulation applies to all members of the University community, including faculty, staff, students, volunteers, organizations, and groups, as well as visitors and other licensees and invitees.

**3 Provision stating the policy applies to hazing that takes place between two or more people who are affiliated with the institution regardless if it occurs on or off campus or at a non-sanctioned event. Including how the policy will be distributed to the campus community and shared via its publicly accessible web site.**

**Example  
1**

This regulation applies to behavior that occurs on or off University premises. This regulation applies to off-campus facilities of Registered Student Organizations, at University-sponsored or approved activities, and at non-University activities. This regulation applies to all University locations, including where the University is extended to distance education, such as study abroad, service trips, experiential learning opportunities, and athletic, club sport, and other group travel. This regulation may also be applied to behavior conducted online, via e-mail or through electronic media, in cases where the behavior is not protected by freedom of expression. The University does not regularly search for online information but may take action if such information is brought to the attention of University officials.

**Example  
2**

This Anti-Hazing Policy applies to conduct that occurs on or off-campus, between two or more people who are affiliated with the College, or any student or other organization associated with the College.

**4 Potential sanctions for violations of the policy.**

**Example  
1**

Hazing is a serious offense of the <INSERT CAMPUS NAME> “Student Code of Conduct” and, therefore, is subject to the full range of sanctions (reprimand, disciplinary probation, suspension, and expulsion). In addition, other educational activities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents or group in which the student is involved, or their governing bodies. The university has the right to take action regardless of the actions of the governing body.

*(more examples on next page)*

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**Example  
2**

- (1) Violations of this Policy by students and/or student organizations defined in Sections (C)(3) and (4) will be sanctioned in accordance with the Code of Student Conduct.
- (2) Violations of this Policy by student groups defined in Section (C)(5) will be sanction by the Hazing Prevention Coordinator in consultation with the divisional leader who has oversight for the group and the Dean of Students. The Hazing Prevention Coordinator may convene a formal hearing panel to recommend sanctions.
- (3) Expulsion or Degree Revocation will be the minimum conduct sanction assigned to any student organization or student for any violation of this Policy that causes death, serious physical harm, or substantial risk of serious physical harm. This includes coerced consumption of alcohol or drugs of abuse that causes death, serious physical harm, or substantial risk of serious physical harm.
- (4) Violations of this Policy are subject to referral to appropriate law enforcement or University services, as well as to regional and inter/national affiliated offices of student organizations, for action and prosecution.
- (5) Violations of this Policy by employees may result in corrective action or discipline (including termination) in accordance with applicable University policies and procedures and/or collective bargaining agreements”

**Example  
3**

- (a) Sanctions for violations of this regulation shall be administered by the Dean of Students.
- (b) Student groups subject to University jurisdiction and individual students found responsible for violations of this regulation shall be sanctioned in accordance with the Student Code of Conduct. For student groups, sanctions include, but are not limited to, revocation of registration or denial of application for registration, loss of University privileges such as the ability to formally meet on campus and to use campus facilities, or to represent the University and, in the case of fraternities and sororities, the right to be recognized or operate at the University.
- (c) Sanctions imposed by the University for violations of this regulation may be in addition to any penalty imposed for violation of the criminal laws of the State of Ohio and for violation of any other University regulations or policies.
- (d) For groups that are formally associated with the University (i.e. varsity athletics teams, University bands, or any other groups supported by the University that are not required to register as a student organizations), sanctioning for violations of this policy shall be determined by the Vice President of administrative unit that sponsors/supports the group in consultation with the Dean of Students/designee.

## 5 Description regarding how the policy will be enforced.

### Example 1

Procedures for Institutional Response:

- (1) <INSERT CAMPUS NAME> will always notify the appropriate law enforcement agency or agencies when a report of hazing is received and document that the notification was made.
- (2) The University will determine if interim measures are needed to protect the safety and/or well-being of others
- (3) The Hazing Prevention Coordinator, or designee, will launch an immediate investigation into all reports of hazing involving students, student groups, and student organizations. During the course of the investigation, students, student groups, and student organizations may request to enter information into the record and may recommend specific witnesses to the investigator(s). Ultimately, the investigator(s) will determine the relevance of the information or witnesses. In completing the investigation, the investigators may:
  - (a) Make contact (if possible) with the individual(s) who submitted the initial information.
  - (b) Make contact with the individual(s) alleged to have violated this Policy. If the conduct involved a student organization or student group, the investigator(s) will contact the presiding student leader and advisor of the entity under investigation.
  - (c) Interview any individuals with relevant information.
  - (d) Request relevant information from members of the student group or student organization (e.g. text messages, screenshots, pictures, videos).
  - (e) Require members of the student group or student organization, or a select group of members, to meet with staff and may restrict communication between the student group or student organization members during an interview.
  - (f) Request students to undergo a physical examination at the <INSERT HEALTH CENTER NAME HERE> or by another appropriate medical professional to share a summary of the relevant results of the examination (e.g. findings of physical abuse, Blood Alcohol Content, drug usage). The summary will be considered an educational record under the Family Educational Rights and Privacy Act.
- (4) Students must appear at required conduct meetings. Students are not compelled to answer questions or provide information. If a student fails to participate in the conduct process, the University may proceed to resolve the matter. No adverse inference may be drawn against a student who does not participate in the conduct process.
- (5) Students participating in an investigation process are expected to do so in an active, cooperative, and truthful manner. Falsifying, distorting, intentionally omitting, or misrepresenting information is a violation of the Code of Student Conduct. The University will make every effort to complete the initial investigation within a period of thirty (30) days, barring extenuating circumstances. If the circumstances require more than thirty (30) days, the University will notify the student group or student organization representative(s) of the delay, including the reason(s) for the delay and the anticipated timeline for completing the investigation.”

*(more examples on next page)*

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**Example  
2**

The Office of Student Affairs and Services shall coordinate the investigation of all hazing allegations. When appropriate, other college offices may handle certain aspects of the college response (e.g., Human Resources, <INSERT CAMPUS NAME> Police Dept.)

Additionally, the Office of Student Affairs and Services will assess the need for interim measures (e.g. suspension of current group activities). Every effort will be taken 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. At the point 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. <INSERT CAMPUS NAME> may charge an individual or a group with a violation of this Hazing Policy via the Student Code of Conduct and/or other college rules, regulations or policies.

Sanctions applied to organizations and/or individuals will be imposed in accordance with the severity of the violation and will be determined by the Office of Student Affairs and Services.

(more examples on next page)



**Example  
3**

Procedures for Implementation by Student Affairs:

- (a) Allegations of Hazing - Any person having knowledge of any activity or conduct which may constitute hazing should contact the Dean of Students Office or the University Police Department.
- (b) Self-Reporting of Incidents - Student organization/team members and officers/captains should immediately report any hazing incidents that occur within their organization to the Dean of Students Office, providing a detailed description of the events that have transpired, the names of any individuals involved, and a description of any actions taken by the organization. Upon receiving the report, the Dean of Students Office will investigate as described in this regulation and the organization president and advisor/coach will be notified. The investigation and adjudication will proceed related to the regulation violations by the individual(s) implicated in the report, unless evidence discovered in the investigation proves the incident to have been sanctioned by the organization. If the incident appears to have been sanctioned by the organization, a follow-up investigation into the organization's role may be undertaken. If the student organization is affiliated with a national organization, the national headquarters may be contacted depending on the severity of the incident, the organization's involvement in the incident, and the organization's cooperation in the investigation.
- (c) Investigation of Allegations and Charges - Upon receiving a report of alleged hazing, the Dean of Students Office will assign the case to an independent investigator. As part of the investigation, the University will:
- (1) Make contact (if possible) with the individual(s) bringing forward the allegations of hazing;
  - (2) Make contact with the individual(s) alleged to have perpetrated the hazing. If the conduct is organizational in nature, the investigator will contact the advisor and president of the organization under investigation;
  - (3) Conduct interviews with all parties, including victims, the accused student(s) and any witnesses. The investigator may, at his/her discretion, recommend interim action (as described in the Student Code of Conduct) to the Dean of Students at any point during the investigation;
- (d) The investigator may, at his or her discretion, require students, or a select group of students (i.e. all new members of an organization) to participate in an investigatory meeting at a pre-determined time and location and may exercise discretion regarding the communication of students during the investigation process.
- (e) The investigator may, at his or her discretion, require students to undergo a physical examination by a campus health center staff member, particularly when allegations of physical abuse are part of a hazing investigation. The results of these physical examinations will be protected by application health privacy laws, but a summary of any physical signs of hazing (i.e. bruises, burns, etc.) will be provided to the investigator by the medical professional conducting the examinations.
- (f) The investigator will provide a written investigative report to the Dean of Students Office. Upon receipt of this report, the Dean of Students (or designee) will determine if charges are warranted. If charges are warranted, the Dean of Students Office will charge the individual student(s), the involved student group(s), and /or the President or other responsible officers of the involved student group(s) or any other complicit bystanders in accordance with the Student Code of Conduct.
- (g) Adjudication. - Adjudication shall be conducted pursuant to the Student Code of Conduct (or other specific language in University policy related to organizational misconduct, if applicable).

## 6 Operational definition of hazing that is compliant with O.R.C. 2903.31

### Example 1

Hazing means doing any of the following, or pressuring, causing, forcing, soliciting, or coercing any person to do any of the following for the purpose of initiating, admitting, or affiliating an individual into or with a student group or student organization; continuing or enhancing an individual's membership or status in a student group or student organization; or perpetuating or furthering a tradition or ritual of a student group or student organization:

- (a) Engage in any conduct prohibited by federal and/or state and/or municipal criminal law, regardless of whether an arrest is made, or criminal charges are brought;
- (b) Take into their body any food, liquid (including alcohol), drug, or other substance that subjects the person to a substantial risk of mental or physical harm; and/or;
- (c) Cause or create a substantial risk of causing mental or physical harm to another and/or engage in any act or omission that contributes to the death of another.

### Example 2

Intentionally, knowingly, or recklessly, for the purposes of initiating, admitting or affiliating a student into or with an organization, or for the purpose of continuing or enhancing a student's membership or status in an organization, causing, coercing or forcing a student to do any of the following, regardless of whether such conduct occurs on or off campus:

- Violate Federal or State criminal law.
- Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the student to a risk of emotional or physical harm.
- Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
- Endure brutality of a mental nature, including actively adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
- Endure brutality of a sexual nature.
- Endure any other activity that creates a reasonable likelihood of bodily injury to the student.

It shall not be a defense to a charge of hazing that the student consented to the conduct in question.

*(more examples on next page)*

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**Example  
3**

Hazing [Effective as of Oct. 7, 2021]: As set forth in Ohio Revised Code section 2903.31, as amended, “hazing” means 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.

**7 Clear statement to the entire campus community and volunteers on where and how to report hazing, including anonymous reporting options if offered.**

**Example  
1**

Reporting an Incident: Campus safety is our top priority and we take all reports of misconduct seriously to protect everyone’s health and well-being. <INSERT CAMPUS NAME> depends on community members to identify and report behaviors of concern so that the College can provide distressed students and employees with appropriate support services and resources. We are all responsible for campus safety. If you see any concerning behavior or suspicious behavior report it at <INSERT REPORTING LINK HERE>

<INSERT CAMPUS NAME> is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, the college’s ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.

(more examples on next page)

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<b>Example 2</b>	<p>A. Individuals and/or Student Organizations should report instances of hazing through the Hazing Incident Report Form. Reports will be routed to the Dean of Students Office and/or the Office of Student Conduct and sent to the appropriate University Official for review (see section IV.F.)</p> <p>B. Making an intentionally false accusation of hazing is prohibited and subject to corrective or restorative action as enumerated in the Code of Student Conduct or other University policies.</p> <p>C. If a member of the University community is aware of immediate physical danger to a student or others, they must contact University police at &lt;insert phone number here&gt; or dial 911.</p> <p>D. Any questions concerning the interpretation or application of this policy should be referred to the appropriate University Official.</p>
<b>Example 3</b>	<p>Individuals may report hazing by contacting any of the following:</p> <ul style="list-style-type: none"><li>• Dean of Students office &lt;insert phone number and email address here&gt;</li><li>• Public Safety &lt;insert phone number here&gt;</li><li>• Anonymous reports of hazing can be submitted online (insert hyperlink here).</li><li>• In the event of an emergency, please contact Public Safety at &lt;insert phone number here&gt;.</li></ul> <p>Identifying Acts of Hazing:</p> <ul style="list-style-type: none"><li>• Key indicators: the activity is degrading and/or demeaning, there is risk of injury or question of safety, alcohol or drugs are present, cryptic language is used to describe an event, activity, or interaction, active members are unwilling to participate in the same activity with new members, active and new members are unwilling to discuss the activity with advisers, coaches, family members, headquarters or prospective members, members justifying actions as “tradition” in an attempt to convince others that it is an acceptable event, changes in behavior such as oversleeping, constant exhaustion or an inability to focus, a drop in GPA.</li></ul>

**8 Requirement that all employees and volunteers of any student organization, who are acting in an official and professional capacity, not recklessly permit hazing from taking place and shall immediately report incidents of hazing to law enforcement.**

*Note: This provision is not required of the institution to include in its policy; however, the law does require individuals to comply with 2903.311B & 2903.31C2. Sample policy language has been provided in the model policy for consideration.*

**Example  
1**

A “mandatory reporter” must immediately report knowledge of hazing as defined in Section (C) of this Policy to the University through any of the five reporting options outline in Section (F) of this Policy. A mandatory reporter who fails to make a timely report may be subject to appropriate discipline. Each of the following is considered a “mandatory reporter”:

- (1) Any full or part-time employee of the University (including student employees and graduate assistants), or
- (2) Any volunteer acting in an official capacity who advises or coaches student organizations and/or student groups and who have direct contact with students.
- (3) Employees who are required by law to protect confidentiality are exempt from this requirement.

Note: Reports made pursuant to this Policy do not supersede or replace other reporting obligations.

**Example  
2**

Immediately upon learning of potential hazing, any employee with a duty to report violations of this policy who received a complaint of hazing or who observes or learns of conduct that is reasonably believed to be in violation of this policy is required to report the alleged conduct to <INSERT OFFICE/PERSON HERE>.

Employees with a duty to report violations of this policy include faculty, administrators, coaches, and staff. Graduate assistants and student employees have a duty to report violations of this policy of which they become aware in the course of their duties when these duties include responsibility for the safety and wellbeing of other members of the campus community or if they have supervisory, evaluative, grading, or advisory responsibility over other members of the campus community.

In addition to the duty to report hazing to <INSERT OFFICE/PERSON HERE> as identified in the prior paragraph, in some circumstances there is also a duty to report allegations of criminal conduct to law enforcement.

- 9** Reference to the duty of the institution to create a report that captures reported incidents at least five years prior to the effective date of the law, the dates when an updated report will be posted (August 1 and January 1), and where to find the report.

*Note: This provision is not required of the institution to include in its policy; however, the law does require the institution to implement the practice. Sample policy language has been provided in the model policy document for consideration.*

<b>Example 1</b>	The Hazing Prevention Coordinator will create and maintain a website that provides information concerning any report of hazing misconduct by student organizations and student groups for the current academic year as well as for the previous five (5) academic years. This website will include a brief description of the alleged misconduct, the outcome/finding concerning the alleged misconduct, and any corrective action or discipline taken.
<b>Example 2</b>	The College will maintain a report of all violations of this Policy that are reported to the College and which result in a charge of violation of this Policy. The College will update the report bi-annually on January 1 and August 1 of each year and will post the updated report on the College's website.

**10** How the campus will provide training and education and the consequences for an individual who does not attend the training provided.

*Note: This provision is not required of the institution to include in its policy; however, the law does require the institution to implement the practice. Sample policy language has been provided in the model policy document for consideration.*

<b>Example 1</b>	All students seeking membership in a registered student organization or student group at <INSERT CAMPUS NAME> must complete the anti-hazing training provided by the University. Failure to complete the training will result in the student being denied the ability to join any recognized student organization or group. If a student is unsure if they have completed the required program they should contact <INSERT NAME & CONTACT INFO HERE> to verify their eligibility to join a student organization or group.
<b>Example 2</b>	<INSERT CAMPUS NAME> shall provide annually at least one program on hazing prevention education to all members, prospective members and anyone who is employed by or volunteers with the organization. The education may be provided in person, electronically, or both. <INSERT CAMPUS NAME > will maintain a record of individuals who have completed the program.

## Comprehensive Policy Components

The components listed below are not requirements of Senate Bill 126. They are provided for consideration in drafting a more comprehensive anti-hazing policy that goes beyond compliance with the law. Institutions of higher education in Ohio should review the additional components below as they relate to the anti-hazing efforts for their institution and consult with legal counsel throughout the policy development process.

- Public affirmative statement that hazing is prohibited and contrary to the institution's mission and/or values.
- A statement about Collin's Law and how it intersects with the campus hazing policy, including appropriate references to the Ohio Revised Code throughout the policy.
- An official statement prohibiting retaliation against individual(s) who report incidents.
- Statement if a separate policy exists for faculty, employees, coaches, administrators, and other employees where that policy can be found.
- Description that will guide the institution in responding to reports of hazing or hazing activity.
- Description of prompt, fair, and equitable investigation and organizational conduct adjudication process, or link to where it is located.
- Specific protocols or procedures that outline definitions of (if not defined elsewhere):
  - » The process involved in both the investigation and disciplinary action phases after a complaint has been received
  - » Other relevant information to ensure a fair and equitable process
  - » Operational definition of hazing with examples to provide guidance on how to identify hazing.
  - » Definitions for coercion, college/university recognized or sanctioned group, student organizations, student organization advisors, volunteers, individuals associated with an organization, consent, and inter/national governing body
  - » Operational definitions for roles included in the law, including administrator, employee, faculty member, consultant, alumnus, and volunteer
  - » Operational definitions for organizations recognized by, or operating under the sanction of, an institution
  - » Description as to how the campus will identify individual vs. organizational behavior
  - » When and where an institution may implement an interim suspension or a cease-and-desist type order to an organization or group



- A statement that conveys a culture where reporting is encouraged and there is transparency about what happens after a report is received, including when and how law enforcement will be engaged.
- Description as to how the institution's report on hazing incidents has captured substantiated and unsubstantiated reports.
- Determine if the campus will update the public-facing report on an on-going basis regarding a temporary action taken and/or upon the completion of the conduct process, including all appeal timelines.
- Statement about how amnesty or safe harbor may apply to those reporting hazing.
- Statement about where the hazing policy may intersect with other campus policies (ex. sexual misconduct, alcohol and other drug policies, damage to property, etc.).
- Information about where to find or learn more about the procedures for institutional response.
  - » Describe how campuses will address organizations who are represented in multiple locations including situations involving College Credit Plus students, city-wide chapters, etc.

## Policy Definitions and Considerations

The following terms appear throughout Senate Bill 126. Where possible, ODHE is providing the language from the law for clarity while also providing additional considerations for each institution of higher education when it comes to defining the terms within its own policy. Each institution will need to discuss with its legal counsel what terms it plans to define in its policy and if expanding the definition beyond Senate Bill 126 is appropriate.

Campuses are encouraged to reference other policies, offices, and/or links where other established definitions already exist in their anti-hazing policy.

Term	Definition per SB 126	Considerations for campus definition
Hazing	“Hazing” means 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 to reinstate membership in or affiliation with a 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.	Does your definition account for: <ul style="list-style-type: none"><li>• Consent</li><li>• Coercion</li><li>• Complicity</li><li>• Intimidation or threats</li><li>• Forced consumption of alcohol or a drug of abuse.</li><li>• Excluding an individual from participating in an activity</li><li>• Examples of hazing and/or prohibited conduct</li></ul>

Term	Definition per SB 126	Considerations for campus definition
Organization	Organizations recognized by, or operating under the sanction of, an institution. "Organization" includes a national or international organization with which a fraternity or sorority is affiliated.	<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• Athletic teams (ex. NCAA or other athletic conference affiliated teams, intramural teams, club teams, etc.)</li> <li>• Groups affiliated from an academic class (ex. band, ensembles, etc.)</li> <li>• Military organizations</li> <li>• Honor societies</li> <li>• Performing arts groups</li> <li>• Spirit groups (ex. cheer, dance, drill, etc.)</li> <li>• Student organizations and/or group</li> <li>• Unsanctioned organizations</li> </ul>
Institution of Higher Education	"Institution of higher education" has the same meaning as in section 3345.19 of the Revised Code.	
Students	Students enrolled at the institution.	<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• College Credit Plus students</li> <li>• Students pursuing a certificate</li> <li>• Adult-learner students</li> <li>• Students enrolled on multiple campuses</li> <li>• Previously enrolled students.</li> <li>• Graduate and/or pre-professional students</li> <li>• FERPA or other institutional definitions.</li> <li>• Students who have matriculated, withdrawn, or otherwise separated from the campus for a period of time where the institution maintains a substantial interest.</li> </ul>

Term	Definition per SB 126	Considerations for campus definition
Other individuals associated with an organization recognized by or operating under the sanction of an institution		<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• Individuals associated or affiliated with the organization from outside the institution of higher education. (ex. member from a different campus).</li> <li>• Alumni, not serving in an official volunteer or advisory capacity.</li> <li>• Representatives from an inter/national governing body or organization.</li> <li>• Employees of the institution who are associated or affiliated with the organization.</li> <li>• Reporting responsibilities to the institution and/or law enforcement.</li> <li>• Situations where an individual associated with an organization, group or team may interact with an individual from the same or similar organization, group or team from a different campus.</li> </ul>
Volunteer	An individual who “advises or coaches an organization recognized by or operating under the sanction of an institution and who has direct contact with students” and “who is acting in an official and professional capacity.”	<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• How the individual is associated or affiliated with the organization that is recognized by the IHE</li> <li>• If the volunteer is associated with another IHE or secondary institution in Ohio</li> <li>• How volunteers are identified and defined by the institution</li> <li>• Where coaches fit into your policy</li> <li>• Youth protection policies or protocols that need to be followed</li> <li>• Reporting responsibilities to the institution and/or law enforcement</li> </ul>

Term	Definition per SB 126	Considerations for campus definition
Student organization adviser		<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• Advisers who are employed by the institution.</li> <li>• Advisers who are not employed by the institution.</li> <li>• How the institution will maintain rosters of individuals in an advisory capacity.</li> <li>• Reporting responsibilities to the institution and/or law enforcement.</li> </ul>
Consultant		<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• The role of the fraternity/sorority educational or visiting consultant employed by the inter/national organization.</li> <li>• The scope of the consulting services provided by the individual and their affiliation with the campus organization or group with which they are working.</li> <li>• Reporting responsibilities to the institution and/or law enforcement.</li> </ul>
Faculty Member		<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• Adjunct faculty</li> <li>• Guest lecturers</li> <li>• Visiting scholars</li> <li>• Study abroad programs</li> <li>• Teaching assistants</li> <li>• Faculty employed at multiple institutions.</li> <li>• Reporting responsibilities to the institution and/or law enforcement.</li> </ul>

Term	Definition per SB 126	Considerations for campus definition
Employee		<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• Graduate assistants</li> <li>• Part-time employees</li> <li>• Contracted employees</li> <li>• Unions</li> <li>• Reporting responsibilities to the institution and/or law enforcement.</li> </ul>
Inter/national Governing Body		<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• The different types of inter/national organizations and their operational or governing structures</li> <li>• Non-social fraternity/sorority inter/national governing bodies (ex. ROTC, NCAA, performing arts ensembles, honor societies, etc.)</li> <li>• Reporting responsibilities to the institution and/or law enforcement</li> </ul>
Alumnus/Alumni		<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• Alumnae</li> <li>• Alumni who are not affiliated with the campus.</li> <li>• Reporting responsibilities to the institution and/or law enforcement.</li> </ul>

Term	Definition per SB 126	Considerations for campus definition
Amnesty or Safe Harbor		<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• Factors that may contribute to the reluctance of an individual, based on their own conduct, to report hazing activity.</li> <li>• How, where, and when the policy will (and will not) apply.</li> <li>• Seeking medical assistance.</li> <li>• Intersections with other campus policies.</li> <li>• Students who may be victims of hazing.</li> <li>• Whether the policy will apply to organizations or groups</li> <li>• Confidentiality, if it applies, to witnesses or other individuals involved in the reporting and/or investigation process.</li> </ul>
Retaliation		<p>Does your definition account for:</p> <ul style="list-style-type: none"> <li>• Various types and forms of retaliation (ex. implied threats, harassment, intimidation, physical and psychological abuse, etc.)</li> </ul>

