

## **ANTI-HAZING POLICY**

Cadillac Institute of Cosmetology is committed to providing a safe and respectful learning environment for all students. Hazing in any form, by any person or persons, strictly prohibits all forms of hazing.

This policy is established in compliance with the Stop Hazing Act.

### **Definitions**

- (1) Hazing: For purpose of reporting statistics on hazing incidents, means any intentional, knowing, or reckless act committed by a person (whether individually or with other persons) against another person or persons regardless of the willingness of such person or persons to participate, that
  - (a) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
  - (b) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for the participation in an athletic team), of physical or psychological injury.
- (2) Student Organization: means an organization at an institution of higher education (such as a club, society, association or junior or varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.
- (3) Hazing includes, but is not limited to
  - Physical Brutality including, whipping, beating, branding, electric shocking
  - Physical Activity including, sleep deprivation, exposure, calisthenics
  - Substance abuse including, the requirement to consume substances
  - an act against another person that includes a criminal violation of local, State, Tribal or Federal law; and

- an act that induces, causes or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

This policy applies to all students of Cadillac Institute of Cosmetology

Please note: Cadillac Institute of Cosmetology does not offer on campus dorms, student organizations, or athletic teams.

### **Prevention and Awareness**

Cadillac Institute of Cosmetology will provide research-informed prevention programs related to hazing that includes a description of research-informed prevention programs designed to reach students, and staff/faculty/advisors intended to stop hazing before hazing occurs.

### **Reporting**

Anyone may report hazing anonymously or directing to Cadillac Institute of Cosmetology.

Please report to:

Ryan Gregory- Campus Security Authority  
205 N. Mitchell Street, Cadillac, MI 490601; 231-775-3642  
Email: [cadillaccosmetology@gmail.com](mailto:cadillaccosmetology@gmail.com)

Dena Gregory-Title IX Coordinator  
205 N. Mitchell Street, Cadillac, MI 490601; 231-775-3642  
Email: [gschools@charter.net](mailto:gschools@charter.net)

Reports are taken seriously and will be investigated. Retaliation against any person who reports hazing is strictly prohibited.