

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, is strictly prohibited.

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.

Information on Applicable Local, State and Tribal Laws Concerning Hazing

MCL750.411t - Michigan law states that a person who attends, is employed by, or is a volunteer of an educational institution shall not engage or participate in the hazing of an individual. A person who engages or participates in the hazing is subject to criminal penalties.

There does not appear to be any Local or Tribal laws in the State of Michigan on hazing.

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

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

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

In the event that a hazing incident is reported to Cadillac Institute of Cosmetology, the following information will be captured:

- Name of the student organization (recognized student organizations only);*
- A general description of the violation that resulted in a finding of responsibility;
- Whether the violation involved the abuse of illegal use of alcohol or drugs;
- The findings of the institution and any sanctions placed on the student organization by the institution (if applicable);*
- Date on which the incident was alleged to have occurred;
- Date on which the investigation into the incident was initiated;
- Date on which the investigation ended with a finding that a hazing violation occurred; and
- Date on which the institution provided notice to the student organization that the incident resulted in a hazing violation;*

*Cadillac Institute of Cosmetology does not have any recognized student organizations.