



ADMINISTRATIVE REGULATION AND PROCEDURE

Title: Anti-Hazing	Code: FF1003
Policy Reference: C0200 EQUAL OPPORTUNITY, HARASSMENT, AND NON-DISCRIMINATION POLICY; F1100 CODES OF CONDUCT	Reviewed/Revised: 06/23/25
	Effective Date: 06/23/25

Milwaukee Area Technical College (MATC) is committed to fostering a safe, inclusive, and respectful learning and working environment. Hazing in any form is strictly prohibited and will not be tolerated by the College. MATC affirms the right of every student and employee to pursue their education/employment and participate in College life free from hazing, coercion, or abuse.

1. Definition of Hazing

- A. For purposes of MATC policy violations, conducting investigations into allegations of ‘hazing’ and reporting statistics on hazing incidents in the Annual Security and Fire Safety Report, MATC uses the following definitions:

Federal Definitions

‘Hazing’ means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- 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 participation in an athletic team), of physical or psychological injury including:
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity 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.



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‘Student organization’ means an organization at an institution of higher education (such as a club, society, association, varsity or junior 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.

MATC Definitions

‘Student’ means all persons taking courses at Milwaukee Area Technical College, both full and part time, or pursuing studies of any kind even if physical attendance on MATC property is unnecessary. Persons who are not officially enrolled for a particular term but who have a continuing relationship with the College are considered “students.” Also, persons who are actively in the process of enrollment are considered “students.”

B. For purposes of law violations, Wisconsin Statute 948.51 defines ‘hazing’ as:

- (1) In this section “forced activity” means any activity which is a condition of initiation or admission into or affiliation with an organization, regardless of a student’s willingness to participate in the activity.
- (2) No person may intentionally or recklessly engage in acts which endanger the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school, college or university. Under those circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced confinement or any other forced activity which endangers the physical health or safety of the student.

Note: Consent is not a defense to hazing under this procedure.

2. Scope and Applicability

This procedure applies to hazing incidents involving students or employees and occurring within any of the following MATC Clery geography locations:

- On-Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls. Also, any building or property that is within or reasonably contiguous to the area identified in the first part of this definition that is owned by the institution but controlled



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by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

- On Campus Student Housing: Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.
- Non-Campus Property: Any building or property owned or controlled by a student organization that is officially recognized by the institution, or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.
- Public Property: Property owned by a public entity, including thoroughfares, streets, sidewalks and parking facilities, within the campus, or immediately adjacent to and accessible from campus.

Online or electronic behavior (e.g., cyber-hazing) that occurs while an involved individual is located within the MATC Clery geography also falls within the scope of this policy.

3. Legal Compliance

The Jeanne Clery Campus Safety Act (Clery Act) portion of the Higher Education Act of 1965, was amended on December 23, 2024 to include the Stop Campus Hazing Act. This procedure complies with the amended requirements. Additionally, hazing is illegal under Wisconsin Statute 948.51 and prohibited by MATC policy.

4. Reporting Hazing

Any person who experiences, witnesses, or has information about a possible hazing incident is strongly encouraged to report it promptly. Reports may be made to:

- Title IX Coordinator, Deputy Title IX Coordinator, or Judicial Affairs Officer
- Online via the MATC Reporting Form (Maxient)
https://cm.maxient.com/reportingform.php?MilwaukeeAreaTC&layout_id=8

MATC will investigate all complaints promptly and take appropriate remedial or disciplinary action.

Retaliation against any person who makes a good faith report of hazing or cooperates in an investigation is strictly prohibited and will result in disciplinary consequences.



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5. Process Used to Investigate Incidents of Hazing

In all MATC policy and procedures violation investigations, the standard of evidence used by the college will be the preponderance of the evidence (more likely than not) standard. This standard will apply to the enforcement of all college policies, procedures and codes of conduct involving hazing.

MATC uses a combined approach to investigations involving hazing. Duties are shared by the Title IX Coordinator, Deputy Title IX Coordinator, Judicial Affairs Officer, Director of Labor Relations and/or an appropriate complaint officer as outlined in MATC Administrative Regulation and Procedure CC0202 Process for Reviewing Complaints.

For alleged incidents of hazing involving evidence of harassment, sexual misconduct and other forms of discrimination in education programs, (as outlined in MATC Administration and Regulation CC0200 Process for Resolving Title IX Complaints of Harassment, Sexual Misconduct and Other Forms of Discrimination in Education Programs,) the Title IX Coordinator or Deputy Title IX Coordinator will lead the investigation using the procedures outlined in CC0200.

For all other alleged incidents of hazing, the procedures outlined in MATC Administrative Regulation and Procedure CC0202 Process for Reviewing Complaints, will be followed.

6. Remedial Action and Sanctions

MATC will implement interim measures and responsive actions as needed to ensure the safety and well-being of all individuals involved. Individuals and/or student organizations found responsible for hazing are subject to the following sanctions:

- warning
- disciplinary probation
- suspension
- expulsion
- loss of privileges for student organization
- deactivation or de-recognition of student organization
- discharge of employment
- referral for criminal prosecution



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7. Campus Hazing Transparency Report

MATC will collect and publicly disclose information for each incident involving a **recognized** student organization in which a finding of responsibility is issued relating to a hazing violation in the *Campus Hazing Transparency Report*. The report will include with the following information:

- the name of the student organization
- a general description of the violation that resulted in a finding of responsibility, including:
 - whether the violation involved the abuse or illegal use of alcohol or drugs,
 - the findings from the investigation and
 - the sanctions placed on the student organization
- the dates on which:
 - the incident was alleged to have occurred
 - the investigation into the incident was initiated
 - the investigation ended with a finding that a hazing violation occurred, and
 - the institution provided notice to the student organization that the incident resulted in a hazing violation.

The Campus Hazing Transparency Report will NOT include any personally identifiable information. It will be published on the MATC website on December 1 and June 1 of each calendar year.

8. Prevention and Awareness Programming

MATC offers programming consisting of primary prevention and hazing awareness designed to reach students and employees. Programs include information on the institutional procedures on hazing, how to report incidents, the investigation process and information intended to stop hazing before it occurs. The following programming is offered to students and employees:

- Bystander Intervention Program-A primary prevention initiative designed to empower individuals to recognize and prevent harmful situations, including hazing. It teaches participants how to recognize and safely intervene when they witness potential or actual hazing behavior. The program includes training on recognizing warning signs, developing skills to intervene directly or indirectly, institutional anti-hazing procedures, how to report incidents and information about the investigation process.



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- Student Organization Summit-Leadership training to inform student organization membership about anti-hazing procedures and code of conduct expectations. The program includes information about warning signs, how to report, the investigation process and consequences for violation.
- Student & Employee Orientation-Programming to include information about anti-hazing procedures, how to identify and report incidents of hazing, the investigation process and consequences for violation.
- Student & Employee Handbooks and Manuals-Documentation to include institutional anti-hazing procedures, how to identify and report incidents of hazing, the investigation process and consequences for violation.

9. Confidentiality

MATC will make reasonable efforts to respect the privacy of individuals involved and will only share information with those who need to know in order to respond to the incident or as required by law.

Office of Responsibility: Legal Affairs