

9/6/2022 Policy Title	Anti-Hazing
Policy Number:	ADM 9.15
Department:	BSMCON
Functional Area:	Administration
Contributing Department	
Approved by:	RHEI Leadership Team
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Version:	1
Status:	Approved
Manual	To be entered by Compliance360 System administrators or N/A if not in C360
Section	ADM 9

I. Mission, Vision and Values

This policy reflects our commitment to human dignity, integrity, compassion, stewardship, and service by guiding decisions and actions that uphold respect for all individuals and promote excellence in our work.

This policy aligns with our mission of extending the compassionate ministry of Jesus by improving the health and well-being of our communities and providing good help to those in need, especially the poor, dying, and underserved by ensuring that our practices support ethical, effective, and accountable service across all areas of the organization.

II. Policy

Anti-Hazing

III. Purpose

This policy protects the health and safety of students by prohibiting hazing at all times and in all situations at the College, either on or off campus.

This Anti-Hazing Policy (the "Policy") describes prohibited conduct, explains how individuals may report a complaint of hazing, how the College will address reports of hazing, and available resources.

IV. Scope

This Policy prohibits Hazing (as defined below) and applies to all persons and groups associated with the College including, but not limited to, Associates, Volunteers, students, student organization advisors, teams, fraternities, sororities, and other recognized student organizations. The College has adopted a formal process for receiving hazing complaints, conducting investigations, and ensuring compliance with this Policy.

In no way does or will this Policy serve in lieu of or as a substitute for any criminal legal processes.

V. Policy Statement

Reporting

The College encourages the reporting of Hazing or Retaliation, as defined here. Incidents can be reported to the Director of Student and Alumni Affairs or the Dean of Administration. 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.

All College Associates and Volunteers are required to report knowledge of Hazing to the Director of Student and Alumni Affairs or the Dean of Administration, except Associates and Volunteers bound by confidentiality (professional counselors and clergy).

Director of Student and Alumni Affairs

The Director of Student and Alumni Affairs, in collaboration with the Director of Compliance and Risk Management, is responsible for the prompt response to reports of Hazing, as well as training, education, communication, and administration of grievance procedures.

VI. Policy Details

Bon Secours Memorial College of Nursing (BSMCON or the "College"), a department operated and controlled by the Bon Secours Memorial Regional Medical Center, is committed to maintaining an educational environment that promotes the health and safety of its students. Hazing is an unproductive and hazardous activity that is incongruous with this responsibility and has no place at the College, either on or off campus.

Hazing

As it is impossible to anticipate every situation that could involve Hazing, this list does not encompass every circumstance that will cause the College to discipline for Hazing.

This Policy is not intended to prohibit the following conduct: contests or competitions that are sponsored by the College or the organized and supervised practices associated with such events, or any activity or conduct that furthers the goals of a legitimate educational curriculum, or extracurricular program as approved by the College. Hazing shall include any action or situation created by one or more members, or advisors, of a student organization toward other organization members or prospective members that recklessly or intentionally endangers the health or safety of a student or students or inflicts bodily injury on a student or students in connection with or for the purpose of initiation, admission, affiliation, or ongoing membership in the organization, including not be limited to, forcing, compelling, requiring, encouraging, or expecting, whether direct or implied, any individual to participate in any of the following actions or activities:

- 1) Paddling.
- 2) Kidnapping.
- 3) All forms of physical activity which are used to harass, punish, or harm an individual.
- 4) Excursions or road trips.

- 5) Confinement.
- 6) Spraying, painting, or pelting with any substance.
- 7) Burying in any substance.
- 8) Nudity with the intent to cause embarrassment.
- 9) Servitude.
- 10) Exposure to uncomfortable elements.
- 11) Verbal abuse.
- 12) Wearing of apparel which is conspicuous and/or indecent.
- 13) Forcing consumption of alcohol or any other substance, legal or illegal.
- 14) Being forced or coerced to engage in any kind of sexual activity.
- 15) Depriving students of sufficient sleep (six consecutive hours per day is normally considered to be a minimum).
- 16) Coerced burning, branding, or tattooing any part of the body.
- 17) Psychological hazing, defined as any act which is likely to:
 - (a) compromise an individual's dignity.
 - (b) cause an individual embarrassment or shame.
 - (c) cause an individual to be the object of malicious amusement or ridicule; or (d) cause an individual emotional distress.
- 18) Interrogating an individual in an intimidating or threatening manner.
- 19) Misleading prospective members in an effort to convince them that they will not become members unless they complete tasks, follow instructions, or act in a certain way;
- 20) Misleading prospective members into believing that they will be hurt during induction or initiation.
- 21) Carrying any items (shields, paddles, bricks, hammers, etc.) that serve no constructive purpose or that are designed to punish or embarrass the carrier.
- 22) Blindfolding and parading individuals in public areas, blindfolding and transporting in a motor vehicle, or privately conducting blindfolding activities that serve no constructive purpose.
- 23) Binding or restricting an individual in any way that would prohibit them from moving on their own; and
- 24) Requiring or suggesting that an individual obtain or possess items or complete tasks in an unlawful manner (i.e. for a scavenger hunt).
- 25) Prohibiting an individual from social contact or from associating with other individuals or groups. *

Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts.

* Examples above have been adapted from the Commonwealth of Virginia's model hazing prevention policy as developed by the State Council of Higher Education for Virginia (SCHEV).

Notification

The College will provide notice of this Policy to Administrators, organization advisors, students, and all organizations at the beginning of each academic year. This Policy is posted in the College's safety policies and is to be referenced or included within the bylaws and other governing documents of student organizations to the extent they exist.

Location

This Policy encompasses all acts of Hazing that occur whether on or off campus. As such, an act of Hazing by an individual or organization will be viewed by the College as a violation of this Policy, regardless of where the act of Hazing took place.

Consent

An individual may not Consent to being hazed, and a victim's voluntary or willful participation in Hazing activities will not be considered as a defense against a violation of this Policy by an individual or organization.

Reporting

The College's primary concern is the safety of its Campus community and members. All reports of Hazing will be taken seriously. The use of alcohol or drugs or participation in the Hazing activities never makes the victim at fault. Moreover, victims or bystanders should not be deterred from reporting incidents of Hazing in good faith.

To improve the College's ability to thoroughly investigate, fact find, and address acts of Hazing, prompt reporting is strongly encouraged. Allegations of Hazing, however, may be reported at any time. Delays in reporting may result in a loss of relevant evidence and witness testimony and may impair the College's ability to respond and take appropriate action.

Any person may report Hazing to the Director of Student and Alumni Affairs or Dean of Administration. Online reports, including anonymous reports, can also be submitted on the College's crime reporting webpage. Reports may be made in person, by mail, telephone, electronic mail, or by any other means that results in the Director of Student and Alumni Affairs or Dean of Administration receiving the person's verbal or written report. In-person reports must be made during normal business hours, but all other reports can be made at any time, including outside normal business hours.

The names and contact information for the Director of Student and Alumni Affairs and the Dean of Administration are:

Jared Crist, Director of Student and Alumni Affairs
8550 Magellan Parkway, Suite 1100
Richmond, VA 23227
(804) 916-9891
jared_crist@bshsi.org

Benjamin Djeukeng, Dean of Administration
8550 Magellan Parkway, Suite 1100
Richmond, VA 23227
(804) 627-5306

benjamin.djeueng@bshsi.org

Disciplinary Immunity

The College community encourages the reporting of Hazing behavior or Retaliation. Parties or witnesses may be hesitant to report this behavior or participate in an investigation because they fear that they may be in violation of certain policies, such as underage drinking or illicit drug use at the time of the incident. To encourage reporting under this Policy and participation in the investigation process, the College will not pursue disciplinary action against bystanders who report acts of Hazing. Such individuals will be permitted immunity from disciplinary action or otherwise applicable punitive actions or negative consequences outlined in this or other institutional policies, including those related to the personal consumption of drugs or alcohol, in cases where the bystander makes a good faith report in advance of or during an incident of Hazing that causes or is likely to cause injury to a person. This provision does not apply to more serious allegations such as physical abuse of another or illicit drug or alcohol distribution that contributed to the commission of a policy violation.

Institutional Investigation and Sanctions

The College will investigate, address, and act in accordance with this and any related policies, procedures, and protocols (i.e., Student Conduct, academic integrity standards, and employee conduct policy) regarding all reports of Hazing. Moreover, as Hazing serves as a criminal offense according to Virginia Code § 18.2-56 and in many other jurisdictions, College will refer all allegations of Hazing to local law enforcement. Based on the facts and circumstances, associates and students who commit Hazing are subject to the full range of College discipline including: verbal reprimand; written reprimand; mandatory training, coaching, or counseling; mandatory monitoring; partial or full probation; partial or full suspension; fines; expulsion or termination (permanent separation from the College); physical restriction from College property; cancellation of contracts; and any combination of the same. Individuals and organizations may be held responsible for Policy violations. If an investigation concludes an individual or individuals directed, engaged in, contributed to, or otherwise participated in, actively or passively, an incident of Hazing, disciplinary action may be imposed against the individual(s). If the investigation concludes an organization knowingly permitted, authorized, or condoned Hazing, disciplinary action may be imposed against the organization. Additionally, such prohibited actions may also be in violation of state, local, or federal law.

Retaliation

It is a Policy violation for an individual or organization to retaliate against a student or other person for making a good faith complaint of Hazing under this Policy or cooperating in any investigation or disciplinary proceeding. Any report of Hazing-related Retaliation will be processed under this Policy in the same manner as a Hazing report. The College retains discretion to consolidate Hazing-related reports for investigation and/or resolution purposes if the reports share a common nexus. Any acts of Retaliation, as defined in this Policy, shall be grounds for disciplinary action, up to and including dismissal for students and termination for Associates or Volunteers.

Confirmed Incidents Reporting

In compliance with Virginia Code § 23.1-822, College shall annually maintain and publicly report actual findings of violations of this Policy or federal or state laws pertaining to Hazing that are reported to College authorities, or local law enforcement. The report will not include personally identifiable information and will be available via the College's homepage and Student Organizations webpage or its equivalent. College will also provide a hardcopy notice of the nature and availability of the report to all student orientation participants and annually submit the report to the Timothy J. Piazza Center for Fraternity and Sorority Research and Reform at The Pennsylvania State University.

Prevention Training

In compliance with Virginia Code § 23.1-820, student organizations with membership: (1) invitation processes, (2) initiation processes, and (3) a period between invitation and initiation must be provided College-sponsored Hazing prevention training. All potential, new, and current members and advisors of organizations meeting the aforementioned criteria must complete the prevention training annually by the term or semester deadline determined and communicated by the College. Prevention training competition deadlines and requirements will be communicated to students using College's formal communication channels at least 14 days prior to the complete due date. Training will include extensive, current, and in-person education about Hazing, the dangers of Hazing, including alcohol intoxication, and Hazing laws and policies, and the training will also explain that the College's disciplinary process is not to be considered a substitute for the criminal legal process.

Advisor Requirements

Advisors of student organizations outlined by the Policy must meet all criteria outlined by Virginia Code § 23.1-820 and approved by the College. Advisors must also complete the aforementioned Hazing prevention training annually. Further, advisors shall be present or on the premises at all new member events as outlined in Virginia Code § 23.1-820.

Resources

The College provides resources to students and associates regarding education and support services for victims of Hazing. Educational modules pertaining to Hazing and safety awareness will be offered annually to all enrolled students. Educational modules pertaining to Hazing must be completed by all student organizations and potential members that meet the aforementioned criteria during a student organization meeting or event. An authorized Associate must also be present during the facilitation and completion of the Hazing education modules. Audio visual resources on safety awareness are available in the library. These may be used for curriculum infusion. Students are also encouraged to utilize all available student assistance program, campus, and community resources, as appropriate.

Hanover County Health Department
12312 Washington Hwy
Ashland, VA 23005-7646
Phone: (804) 365-4313
Email: tom.frank@vdh.virginia.gov
<https://www.hanovercounty.gov/314/Health-Department>

Henrico Health District
8600 Dixon Powers Dr.
Henrico, VA 23228-2735
Phone: (804) 501-4651
Email: Danny.Avula@vdh.virginia.gov
Website: <https://henrico.us/health/>

Richmond City Health Department
400 E. Cary Street Richmond, VA 23219-3816
Phone: (804) 205-3500
Email: carolyn.bethea@vdh.virginia.gov
Website: <https://www.vdh.virginia.gov/richmond-city/>

VII. Definitions

Administrator

A president, vice-president, dean, head of a school, director of a program or campus office, or designee of one of the aforementioned individuals.

Associate

Full-time, part-time, adjunct, PRN, and teaching faculty, administrators, classified staff, and wage parties employed by or working on behalf of College or on behalf of College.

Coercion

Direct or implied threat of force, violence, danger, hardship, or retribution sufficient to persuade a reasonable person of ordinary susceptibility to perform an act which otherwise would not have been performed or acquiesce in an act to which one would otherwise not have submitted.

Complaint

A verbal or written report shared with any College Associate describing the alleged act of Hazing.

College Authority

A person or entity contracted or authorized by the College to provide campus security or law enforcement support services to the campus.

Consent

Words or actions that show a knowing and voluntary agreement to engage in an activity. Consent cannot be gained by force, by ignoring or acting despite the objections of another, or by taking advantage of the incapacitation of another. This includes impairment or incapacitation due to alcohol or drug consumption that meets this standard or being asleep or unconscious. Consent cannot exist when the activity in question exceeds the scope of Consent previously given.

Force

Physical influence, violence, threat, intimidation, or coercion.

Immunity

A state of being excused from otherwise applicable Student Conduct Code or institutional punitive actions or negative consequences.

Organization

Association, club, cooperative, corps, fraternity, order, society, sorority, or other similar group, whose members primarily are students of the College.

Retaliation

Retaliation is intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by applicable institutional policy or by state, local, or federal regulations because an individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy.

Student

Any person who is enrolled in or matriculating from the College, registered or in attendance in a program operated by the College, or who has been accepted for admission into any program operated by the College.

Remedies

Actions taken on behalf of the College to prevent, address, rectify, or implement consequences due to a violation or potential violation of institutional policy.

Volunteers

Any non-employee authorized by the College to provide student or student organizational support or advisory services.

VIII. Attachments

N/A

IX. Related Policies and Procedures

ADM 3.05: Student Conduct – Rights and Responsibilities

ADM 3.06: Student Organizations

ADM 9.02: Voluntary Reporting of a Crime

ADM 9:12: Nondiscrimination Bon Secours Mercy Health Corrective Action policy Bon Secours Mercy Health Non-Harassment and Non-Discrimination Policy

X. Regulatory Notices

Nothing in this policy creates a contractual relationship between Bon Secours Memorial College of Nursing (BSMCON), a department operated and controlled by Bon Secours Memorial Regional Medical Center, LLC, and any party. BSMCON, in its sole discretion, reserves the right to amend, terminate or discontinue this policy at any time, with or without advance notice.

XI. Version Control

Version	Effective Date	Next Review Date	Description	Supersedes, if applicable	Prepared By
1.0	7/20/2022	7/20/2023	Initial Policy	N/A	Director of Compliance and Risk Management
1	7/20/2022	7/20/2027	Version Changed – BSMH Template Adopted	N/A	Director of Compliance and Risk Management

This policy/procedure/guideline is not intended to establish a standard of clinical or non-clinical care or practice. Rather, this policy/procedure/guideline creates a general tool to help guide decision-making with the understanding that different action(s) may be necessary in response to the totality of the circumstances presented.

Sites revised 05/06/2025- Bon Secours Mercy Health adopts the above policy, procedure, policy & procedure, guideline, manual / reference guide / instructions, or principle / standard / guidance document for all Bon Secours Mercy Health entities including, but not limited to, facilities doing business as Mercy Health – St. Vincent Medical Center, St. Vincent – St. Charles Hospital, St. Vincent – St. Anne Hospital, Mercy Health – Perrysburg Medical Center, Mercy Health – Tiffin Hospital, Mercy Health – Willard Hospital, Mercy Health – Defiance Hospital, Mercy Health Allen Hospital LLC, Mercy Health - Lorain Hospital, Mercy Health St. Elizabeth Youngstown Hospital, Mercy Health St. Joseph Warren Hospital, Mercy Health - St. Elizabeth Boardman Hospital, Mercy Health - St. Rita's Medical Center, Mercy Health – Springfield Regional Medical Center, Mercy Health - Urbana Hospital, Mercy Health - Anderson Hospital, Mercy Health - Clermont Hospital, Mercy Health – Fairfield Hospital, Mercy Health - West Hospital, The Jewish Hospital – Mercy Health, Mercy Health – Kings Mills Hospital, LLC, Mercy Health - Lourdes Hospital LLC, Mercy Health – Marcum and Wallace Hospital, Chesapeake Hospital Corporation DBA Rappahannock General, Maryview Hospital, Bon Secours Richmond Community, Bon Secours Memorial Regional Medical Center, Bon Secours – St. Mary's Hospital, Bon Secours St. Francis Health System, Bon Secours St. Francis Medical Center, Bon Secours Mary Immaculate Hospital, Bon Secours - Southside Medical Center, Bon Secours Mercy Health Franklin, LLC, Southern Virginia Medical Center, and Bon Secours Harbour View Medical Center. This also may apply to Bon Secours Mercy Health Medical Group LLC and its medical group affiliates.