

	Hazing Policy	
	Responsible Administrative Unit: Student Life	Policy Contact: Dean, Student Life dmorgan@mines.edu

1.0 BACKGROUND AND PURPOSE

Colorado School of Mines (Mines, the Institution) seeks to promote a safe environment where students may participate in activities and organizations without compromising their health, safety, and welfare. It is therefore, the Institution's policy, in congruence with Colorado's state law (§18-9-124), that hazing is prohibited. The impact of hazing activities can result in irrevocable harm to their victims, victims' families, and the Mines' community. Prevention of hazing is the responsibility of every member of the Mines' community. Each organization, as well as, each individual, must accept the personal obligation to uphold the basic community values of being just, civil, and respectful of the rights of others.

2.0 POLICY

In congruence with Colorado's state law (§18-9-124), that hazing is prohibited, members of the Mines community are deemed responsible for hazing when they knowingly required a student, employee, or other person at the Institution to perform any act, on or off Mines' property, for the purpose of induction, admission, or membership into any group, team, organization, or society associated or connected to Mines. Any action not sanctioned or authorized by the Institution, and results in harm to any person or could reasonably be foreseen to the result of such harm is considered hazing by the Institution. A person's willingness to participate in an act of hazing does not justify or excuse the act, or fall out of this policy.

Any person with knowledge of hazing is expected to promptly communicate the alleged violation to the appropriate offices (please see section 3.3 for more information).

Any student or group that commits hazing will be subject to the procedures of the Student Code of Conduct. Any staff member, post-doctoral researcher, academic employee, or anyone with a visiting appointment who commits hazing will be subject to discipline using the applicable disciplinary processes. In addition, because hazing is a crime under Colorado law, the State's Attorney may bring criminal charges against any person responsible for hazing.

3.0 Reporting

3.1 Who May File a Report: Any individual who believes they have been subjected to a hazing may file a report. Further, any Mines Community Member may file a report on behalf of someone who may have been subjected to hazing.

3.2 Against Whom a Report May Be Filed. Under this policy, reports may be filed against any student or prospective Mines student or who is registered at Mines as a student at the time of the alleged violation (including during an academic recess or leave of absence) or any student organization that is recognized by Mines at the time of the alleged violation.

3.3 How to File a Report. Reports should be promptly communicated to the Office of the Dean of Students, the Mines' Police Department, or Mines' Human Resource Office. Reports also may be made using SpeakUp@Mines.

3.4 Anonymous Reports and Requests for Anonymity. Mines evaluates complaints submitted anonymously to determine whether additional steps are appropriate. If a Reporting Party requests anonymity, Mines' will consider how to proceed, taking into account the Reporting Party's wishes, Mines' obligations, and the Answering Party's right to be notified.

3.5 False Reports/Providing False Information. It is a violation of the Policy to intentionally submit a false complaint or file a complaint that is not made in good faith. Providing false or misleading information in an investigation is also prohibited under the Policy.

3.6 Amnesty. Protection from disciplinary procedures against a Reporting Party, an Impacted Party, and/or witnesses is provided for their participation in the reporting or investigation and from Policy violations related to the incident, such as personal consumption of alcohol or drugs.

See the Amnesty Policy in the Student Code of Conduct.

4.0 HISTORY AND REVIEW CYCLE

The policy will be reviewed every 2 years by the Dean of Students Office.
Issued:

5.0 DEFINITIONS

Hazing:

8.0 RESOURCES or ATTACHMENTS