



SUNYADIRONDACK

Policy Title: Hazing Response and Prevention
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Category: Student Affairs
Responsible Office: Student Affairs
This policy applies to: Students, Employees, Affiliated Entities

Table of Contents:

[Summary](#)
[Policy](#)
[Definitions](#)
[Other Related Information](#)
[Processes and Procedures](#)
[Forms](#)
[Authority](#)
[History](#)
[Review](#)
[Appendices](#)

Summary:

SUNY Adirondack is committed to maintaining a safe, respectful, and inclusive campus environment. Hazing undermines the integrity of organizations, threatens student well-being, and violates the principles of the Student Code of Conduct.

In compliance with the Stop Campus Hazing Act, New York State law, and College policies, this document establishes guidelines to prevent hazing, hold violators accountable, promote transparency and reinforce standards of respect, integrity, and responsibility.

Policy:

Hazing is abusive, degrading, psychologically damaging, and may be life-threatening. It is unacceptable in all forms and has no place in the SUNY Adirondack community. Student groups, organizations, and athletic teams are important contributors to a vibrant and positive campus life and are expected to act in accordance with the Student Code of Conduct and to treat others with respect. Hazing by individuals and student organizations is prohibited in any form both on and off campus.

The College will investigate all reports diligently and thoroughly in accordance with the Student Code of Conduct and/or other applicable policies and procedures. Individuals found responsible for committing, soliciting, encouraging, directing, aiding, or recklessly permitting hazing to occur will be subject to disciplinary sanction that could include suspension or expulsion.

Any person may report hazing in person, by mail, by telephone or by electronic mail, by contacting the Dean of Student Affairs, Office of Public Safety or Director of Compliance and Risk Management.



SUNY Adirondack will respect the privacy of reporters but cannot guarantee confidentiality for hazing reports. The information provided to a non-confidential resource will be relayed only as necessary to investigate and/or seek a resolution and/or to comply with other appropriate College policies and procedures, and any federal, state and/or local laws, rules and regulations. Offices and officials who are confidential resources will not report to law enforcement or College employees without a complainant/reporting party's permission, except for extreme circumstances, such as a health and/or safety emergency. Licensed mental health counselors in the SUNY Adirondack Counseling Center are considered confidential.

Students who act in good faith to report activity that may fall within the definition of hazing and/or a victim who cooperates fully as a witness in the investigation and disciplinary process will be provided amnesty and may not be subject to student conduct sanctions related to their own participation in hazing behavior and other behavior including related to alcohol and/or drug violations. In the event amnesty is granted for self-reported behaviors, if evidence is presented that the student has continued to engage in hazing behaviors or has knowledge of hazing activity that was not reported, they may be held accountable for past behavior. Students who choose to report and request amnesty for their own conduct should know that amnesty does not apply to any criminal or civil action that may be taken by any law enforcement agencies.

No person may intimidate, threaten, coerce or discriminate against any individual because the individual 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. Complaints alleging retaliation may be filed with the Dean of Student Affairs and/or Human Resources. Any reports of retaliation involving an employee covered by a Collective Bargaining Agreement will be addressed through the appropriate processes.

The Office of Public Safety will maintain a Campus Hazing Transparency Report, that will be updated biannually in compliance with the Stop Campus Hazing Act [by January 15 and July 15]. This report will include all documented hazing incidents for five consecutive years and will be posted on the College's webpage.

The Office of Student Life, with assistance from the Office of Human Resources, will implement a research-informed campus-wide hazing prevention and awareness program for students, faculty and staff that includes:

- information related to institutional policies against hazing; and
- primary prevention strategies intended to stop hazing before it occurs, which may include skill building for bystander intervention, information on ethical leadership, and the promotion of strategies for building group cohesion without hazing.

Definitions:

Affiliated Entity: Per the Board of Trustees Policy Manual Section 9.1-9.3, the purpose, relationship, responsibility and agreements between the SUNY Adirondack Foundation, Faculty-Student Association and the Adirondack Housing Association, are outlined.

College. Use of this term explicitly refers to Adirondack Community College and/or the College's legal acceptable short name, SUNY Adirondack.



Hazing: 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. The following are non-exhaustive examples of conduct that causes or creates such risk:
 - 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.

This definition is compliant with New York State law. Under New York State Penal Law, a person may be charged with hazing if, during another person's initiation into or affiliation with any organization, they intentionally or recklessly engage in conduct that creates a substantial risk of and/or causes physical injury to another person. A criminal charge of hazing may result in a violation or misdemeanor.

Student Organization. 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.

Other Related Information:

Stop Campus Hazing Act

<https://www.congress.gov/bill/118th-congress/house-bill/5646>

New York State Anti-Hazing Law Section 120.16 [first degree] and 120.17 [second degrees]

<https://www.nysenate.gov/legislation/laws/PEN/120.16>

Compliance with the Family Educational Rights and Privacy Act [FERPA] Policy #2001

<https://unified.neogov.com/onboard/portal/a0281934fcad56a32105909c1333e7ef/1/4faf9e47f5adb1ce0cc1055556acd0da>



Student Code of Conduct [located in Student Handbook]

<https://sunyacc.smartcatalogiq.com/en/24-25/student-handbook-2024-2025/>

Processes and Procedures:**Educating**

The Director of Student and Residential Life, or their designee, will develop a hazing prevention program to be provided online during new/transfer student orientation. This content will also be provided to the Office of Human Resources to add to the NEOGOV training library for faculty and staff.

Reporting

Hazing incidents can be reported to the Dean of Student Affairs, Office of Public Safety or Director of Compliance and Risk Management. If a report is criminal in nature, local law enforcement will be contacted. The College will also conduct its own investigation promptly and fairly to prevent a recurrence of the alleged hazing and to determine if there are potential violations of the Student Code of Conduct and/or any other applicable policies depending upon the nature of the complaint. Appropriate disciplinary actions will be taken against individuals or organizations found in violation.

Investigating

Investigations will be conducted in accordance with SUNY Adirondack's Student Conduct procedures, ensuring due process. The Dean of Student Affairs will oversee proceedings, with potential escalation to the Student Disciplinary Review Board if necessary.

Forms:

There are no related forms relevant to this policy.

Authority:

Authority to Approve: Vice President for Enrollment and Student Affairs

Responsible for Oversight: Dean of Student Affairs

History:

On December 24, 2024, President Biden signed the Stop Campus Hazing Act establishing new reporting requirements and definitions regarding incidents of hazing by student organizations. The Act imposes policy and programming requirements regarding the prevention and awareness of issues caused by hazing.

This is the first Hazing Response and Prevention policy. This policy was approved by the President on June 26, 2025.

Review:

Triennial in June.

Appendices:

None.
