



Operational Policy

Policy Name	Hazing
Policy Number	412
Date Adopted	3/15/1999
Date(s) Revised or Reviewed	Revised: 11/19/13, 2/18/20, 8/12/2025 Reviewed:

- 1) No student or recognized or registered student organization at Grays Harbor College may conspire to engage in hazing or participate in hazing of another. Grays Harbor College is committed to providing mutual respect and dignity, not harm or humiliation. The Revised Code of State of Washington (RCW, Section 28B.10.900) may be known and cited as the Sam's Law Act. As used in RCW 28B.10.901 and 28B.10.902, "hazing" includes any method of initiation into a recognized or registered student organization or living group, or any pastime or amusement engaged in with respect to such an organization or living group that causes, or is likely to cause, bodily danger or physical harm, or serious mental or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary education institution in this state.
 - a) Hazing includes any activity expected of someone joining a group (or maintaining full status in a group) that causes or is likely to cause a risk of mental, emotional and/or physical harm, regardless of the person's willingness to participate.
 - b) Hazing activities may include, but are not limited to, the following actions and situations:
 - Acts that cause or are likely to cause bodily or physical harm, exposure to elements, kicking, paddling, pushing, shoving, striking, throwing items, and/or excessive consumption of food, alcohol, drugs, or other substances.
 - Acts that cause or likely to cause psychological or emotional harm.
 - Activities that a would be frightening, humiliating or intimidating, such as blindfolding or having individuals wear scant clothing or to be nude.
 - Participation of sexual or lewd nature
 - Activities that would harm academic performance and personal lives
 - Destruction of properties
 - Acts that violate federal, state, or local laws
 - Acts that violate Grays Harbor College policies.
 - c) Hazing does not include practice, training, conditioning and eligibility requirements for customary athletic events such as intramural or club sports and NWAC athletics, or other similar contests or competitions, but gratuitous hazing activities occurring as part of such customary athletic event or contest are prohibited.
- 2) Washington state law (RCW 28B.10.901) also provides sanctions for hazing:

- a) Any person who violates this rule, in addition to other sanctions that may be imposed, forfeits any entitlement to state-funded grants, scholarships, or awards for a period of time determined by the College.
- b) Any recognized or registered student organization that knowingly permits hazing by its members or others subject to its direction or control must be deprived of any official recognition or approval granted by the College.
- c) The following behaviors are examples of violations of this policy:
 - Knowingly or purposefully hazing an individual
 - Involvement in the planning of hazing
 - Implying that a person will be removed from a group or organization for not participating in the hazing activity
 - Failure to intervene or prevent a hazing activity
 - Failure to cooperate in an investigation

3) Designated Authority/Reporting Process:

- a) Employee or students who believe that they have been subject of hazing or witness hazing should report the incidents.
 - Employees: Notify your supervisor as soon as possible and submit an Incident Report using the College's student conduct reporting form.
 - Students: Notify a GHC staff or Campus Security.

4) Grays Harbor College will have a Hazing Prevention Committee. Per RCW 128B.10.905, the committee shall consist of:

- a) Fifty percent of the committee positions shall include students currently attending the higher education institution with at least one position filled by a student from a student organization, athletic team, or living group. The other fifty percent of the committee positions shall include at least one faculty or staff member and one parent or legal guardian of a student currently enrolled at the institution. Student input shall be considered for committee membership.