

Black River Technical College (BRTC)

Hazing Policy Statement

Effective: July 1, 2025 | **Next Review:** August 1, 2027

Responsible Executive: Vice President for Student Affairs

I. Purpose and Commitment

Black River Technical College (BRTC) is committed to fostering a campus culture rooted in respect, safety, and academic integrity. Hazing undermines these values and will not be tolerated. In accordance with the Federal *Stop Campus Hazing Act* (2024) and Ark. Code Ann. §§ 6-5-201 to -205, BRTC strictly prohibits hazing in all forms, regardless of location, intent, or consent.

II. Definitions of Hazing

BRTC recognizes and enforces multiple definitions of hazing, as required under institutional, state, and federal law:

- **BRTC Handbook Definition:**

- **Federal Definition – Stop Campus Hazing Act (2024):**

- **“Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other person) 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.”

- **Arkansas Legal Definition:**

Willful acts, on or off campus, directed at students for purposes of intimidation, humiliation, or submission, especially acts leading a student to withdraw. Violations are classified as Class B misdemeanors, and a conviction requires expulsion.

Note: BRTC applies the broadest applicable definition in evaluating alleged conduct.

III. Scope of Policy

This policy applies to:

- All students and student organizations (recognized or not);
 - Behavior occurring on- or off-campus, including digital platforms, when connected to BRTC activity or membership in student organizations.
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IV. Reporting Hazing

Emergency Situations:

Call **911** first, then notify **BRTC Campus Police** at **870-248-4034**.

Non-Emergency Reporting Options (24/7):

- **Online Form:** <https://blackrivertech.edu/students/policies-and-procedures/complaint-process/>
- **Email:** dane.dillion@blackrivertech.edu
- **In Person:** Pocahontas Student Affairs Suite – Director of Student Development / Dean of Students

Mandatory Reporters:

All BRTC employees and student organization officers must report hazing knowledge or suspicion without delay. Failure to report may result in disciplinary action and violation of state law.

Good-Faith Immunity:

Students who report hazing in good faith will not face disciplinary charges for minor policy violations revealed in the report unless safety was jeopardized.

V. Investigation and Adjudication Process

- Reports are triaged by the **Vice President for Student Affairs** or designee.
- Investigations follow BRTC's Code of Student Conduct procedures, using a **preponderance of the evidence** standard.
- All parties are given written notice, the opportunity to be heard, and impartial resolution.
- Sanctions may include: warning, probation, suspension, expulsion, employment termination, organizational sanctions, and/or law enforcement referral.

Confirmed incidents are:

1. **Logged** in the Daily Crime Log;
 2. **Reported** in the Annual Security Report (ASR);
 3. **Published** in the Campus Hazing Transparency Report (twice annually).
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VI. Hazing Prevention and Awareness Programs

BRTC maintains a research-informed, campus-wide hazing prevention strategy designed to educate students, staff, and faculty, foster a culture of respect, and reduce the risk of hazing-related harm. The program includes the following components:

- **Orientation Modules:** All incoming students and new employees receive mandatory training on hazing prevention, ethical leadership, and reporting procedures during new student and employee orientation.
- **Annual Training:** Student leaders, athletic coaches, organization advisors, and members of groups identified as higher-risk receive targeted annual training on recognizing, preventing, and reporting hazing behaviors.
- **National Hazing Prevention Week (NHPW):** BRTC hosts a week of programming each fall that may include guest speakers, educational workshops, social media engagement, and visibility events to raise awareness across campus.
- **Targeted Outreach Initiatives:** BRTC engages in proactive outreach throughout the academic year, including:
 - Informational tables set up in common areas during key campus events;
 - Periodic flyers, posters, and bulletin board materials in residence halls, classrooms, and student lounges;
 - Direct outreach via student email and SMS text messaging;
 - Small-group briefings and discussions embedded in first-year seminar courses and other co-curricular programs.

- **Bystander Intervention Education:** All prevention materials incorporate strategies for bystander intervention, empowering students to safely intervene or report hazing behaviors before harm occurs.

Program effectiveness is reviewed annually by the **Campus Clery Act Committee**, which evaluates hazing trends, survey data, and training participation rates to assess and refine prevention efforts.

VII. Applicable Laws

Law	Summary
Stop Campus Hazing Act (20 U.S.C. § 1092(f))	Requires ASR statistics, published hazing policy, prevention strategies, and a biannual Transparency Report.
Arkansas Hazing Statute (Ark. Code Ann. § 6-5-201 et seq.)	Hazing is a Class B misdemeanor; mandatory reporting by school officials; conviction requires expulsion.

VIII. Retaliation and False Reports

BRTC strictly prohibits any retaliation against individuals who report or participate in a hazing investigation. Knowingly submitting false reports may result in discipline under the Code of Student Conduct.

IX. Campus Hazing Transparency Report

As required under the Stop Campus Hazing Act:

- BRTC will publish a **biannual Campus Hazing Transparency Report**.
- It includes names of student organizations found responsible for hazing, a description of the violation, and sanctions issued (no personal identifiers).
- First report due **December 23, 2025**, with updates every six months thereafter.

X. Public Notification and Records Retention

- This policy and related hazing data are posted on the BRTC public website.
- ASR and Transparency Report links will be prominently available.
- Clery-related hazing records are maintained for **seven years**.