

ANTI-HAZING/ANTI-BULLYING POLICY

Ohio Business College is committed to providing a safe, positive, productive, and nurturing educational environments for all of its students, staff, and faculty. The College encourages the promotion of positive interpersonal relations among members of the school community that fosters respect for the dignity and rights of all its members. We insist on civil and respectful behavior and impress on each student that if they feel they are being coerced into participating in an initiation ritual, they must come forward and speak out about it. OBC has a zero tolerance to violators of this policy. The scope of this policy applies to all OBC students, student groups, student organizations whether on campus or off campus.

Hazing – Hazing can be described as any incident or activity that may or may not cause mental or physical harm to a student. Coercing another, including the victim, to do any act of initiation into, or as a condition of participation/admission in a student organization or activity that causes or creates a substantial risk of causing physical or mental harm to any person is prohibited.

- Brutality of a physical nature includes but not limited to paddling, whipping, beating, branding, forced calisthenics, or exposure to the elements.
- Coerced consumption includes food, alcoholic beverage, liquid, drug, or any other substance that subjects the student to an unreasonable risk of harm.
- Acts intended to cause mental stress including sleep deprivation, transportation or abandonment, confinement to a small space, forced exclusion from social contact, forced conduct which could result in embarrassment, any forced activity that is design to shame or humiliate, or any action of harassment.
- Coerced activities including violation of local, state, or federal laws, violation of OBC policies, rules, or regulations.
- Acts of sexual misconduct, relationship violence, or stalking.
- Examples of prohibited behavior include forced drinking of alcohol or water, paddling, whipping, beating, forced calisthenics, exposure to elements creation of fatigue, physical shocks, degrading or humiliating games, physical harassment, branding, public stunts, and forced tattoos.

Bullying – The unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying normally includes an imbalance of power and repetition. It includes actions such as making threats, spreading rumors, attacking someone physically, verbally/nonverbally, in writing, and excluding someone from a group on purpose.

Cyberbullying – Bullying that takes place using electronic technology including devices and equipment such as cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites.

Penalty – Hazing is a serious offense of the OBC “Student Code of Conduct” and, therefore, is subject to the full range of sanctions (reprimand, disciplinary probation, suspension, and expulsion). Violations of this policy are subject to referral to appropriate law enforcement agency for action and prosecution.

Reporting an Incident – OBC takes all reports of misconduct seriously to protect everyone’s health and well-being. OBC depends on community members to identify and report behaviors of concern so that the College can provide distressed students and employees with appropriate support services and resources. Immediately

upon learning of potential violation of this policy, an employee is to report this to a Campus Security Authority, who in turn will complete an Incident Report. OBC is committed to reviewing all reports of hazing. 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. OBC will always notify the appropriate law enforcement agency when a report of hazing is received and document that the notification was made. OBC will investigate and assess the need for interim measures (e.g. suspension of student activity). Every effort will be taken to complete the investigation in a timely manner and resolved in keeping with the Student Code of Conduct process. Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency. Sanctions applied to individuals will be imposed in accordance with the severity of the violation and will be determined by Campus Administration.

Policy – All acts of hazing, bullying, and cyberbullying are prohibited. OBC students are entitled to be treated with consideration and respect. Any form of behavior that is likely to cause physical or psychological harm to any other person within the OBC community is prohibited. OBC has a zero tolerance to any act of hazing, bullying, and cyberbullying. OBC holds students accountable for their behavior both on and off-campus and addresses behavior that is a violation of the "Student Code of Conduct." This policy applies to student organizations, groups and individuals and is effective from matriculation to commencement, including breaks in the academic year. This policy applies to conduct that occurs on or off-campus, between two or more people who are affiliated with the College, or any student or other organization associate with the College. Any student or organization found to be involved in any act mentioned here may be subjected to suspension or expulsion.