

ANTI-HAZING POLICY			
Policy #	Applicability	Responsible Executive(s)	Applicable Laws/Statutes
513	College-Wide	Vice President, Student Affairs Vice President, Human Resources Provost/Vice President, Academic Affairs Vice President, Finance & Auxiliary Services	New Jersey State Law (N.J.S.A. 18A:3-24 to 27.4)

POLICY

The purpose of this policy is to maintain a safe and respectful campus environment that promotes student well-being, dignity, and academic success, and to ensure compliance with all legal requirements. Hazing activities of any type are inconsistent with the educational goals of Mercer County Community College (MCCC) and are prohibited at all times.

The Board of Trustees authorizes the College President to establish and implement the procedures for Mercer County Community College to enforce this policy.

COMPLIANCE INFORMATION

In accordance with New Jersey State Law (N.J.S.A. 18A:3-24 to 27.4), hazing is defined as: "Conduct, other than competitive athletic events, that places or may place another person in danger of bodily injury or that demonstrates reckless indifference to the health or safety of another person, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a student organization or group."

This policy applies to all organizations, including clubs and athletic teams recognized by the College, and to all students, employees, volunteers or any person associated with the institution.

"Organization" is defined as any organization, team, club, society or group operating under the sanction of, or recognized as an organization by, the College.

This policy applies:

- On and off campus.
- During operating hours or outside of the hours of College operation.
- To actions by individuals or groups affiliated with the institution.
- During both formal and informal events, including virtual activities.

Consent is not a defense for hazing.

No student, College employee, or volunteer shall engage in, condone or ignore any form of hazing. All members of the campus community shall be alert to incidents of hazing and shall report such conduct promptly when observed. In addition to posting this policy on the MCCC website, the College shall annually inform students, organizations, college employees, and volunteers that hazing is prohibited by means of distribution of written policy and publication in handbooks.



MCCC shall maintain a report of all violations of the anti-hazing policy or of federal or state laws related to hazing that are reported to the College. This report shall be updated biannually and posted on the College website.

APPROVALS

Board of Trustees – September 24, 2025

REVISION DATE(S)

RELATED POLICIES, PROCEDURES, GUIDELINES, OR RESOURCES

- Procedure 513 - Anti-Hazing Procedure
- New Jersey State Law (N.J.S.A. 18A:3-24 to 27.4)

ANTI-HAZING PROCEDURE			
Procedure #	Applicability	Responsible Executive(s)	Applicable Laws/Statutes
513	College-Wide	Vice President, Student Affairs Vice President, Human Resources Provost/Vice President, Academic Affairs Vice President, Finance & Auxiliary Services	New Jersey State Law (N.J.S.A. 18A:3-24 to 27.4) Student Grievance Form Behavior and Student Conduct Form Student Handbook

PROCEDURE

This procedure is intended to ensure the maintenance of a safe and respectful campus environment that promotes student well-being, dignity, and academic success at Mercer County Community College (MCCC) and to ensure compliance with all legal requirements.

When a student believes that they have been subject to hazing, the student shall promptly report the incident using the [Student Grievance Form](#) available on the College website. Students may also report to any College official, who can then submit the report through the employee-facing [Behavior and Student Conduct Form](#) located on the college portal.

Examples of hazing include but are not limited to:

- Coercion to violate state or federal criminal law.
- Physical brutality (e.g., beating, branding, exposure to the elements).
- Forced consumption of alcohol, drugs, or any other substances.
- Any brutality of a sexual nature.
- Activities that cause mental or emotional distress (e.g., sleep deprivation, humiliation, intimidation).
- Forced participation in illegal or morally questionable acts.
- Any action that threatens personal safety or academic performance.

The members of the college Behavioral Intervention Team shall conduct a timely, impartial, thorough, and comprehensive investigation of the alleged hazing.

If the investigation results in a substantiated finding of hazing against a student, the college shall recommend appropriate disciplinary action up to and including student expulsion, as circumstances warrant, in accordance with the Code of Student Conduct found in the [Student Handbook](#). Additionally, the student may be subject to disciplinary action up to and including removal from the organization or activity.

If the investigation results in a substantiated finding that a College employee or volunteer affiliated with the student activity or organization engaged in, condoned, or ignored any violation of this policy, they shall be disciplined in accordance with MCC policy and applicable laws and regulations. Disciplinary action may be taken up to and including dismissal from College employment.



If a student activity or organization authorizes hazing in disregard of the Anti-Hazing Policy or other applicable College rules, penalties may also include rescission of permission for that organization to operate on MCCC property or to otherwise operate under the sanction or recognition of the College.

Any person who causes or participates in hazing is subject to criminal prosecution.

APPROVALS

September 24, 2025

REVISION DATE(S)

RELATED POLICIES, GUIDELINES, OR RESOURCES

- Policy 513 - Anti-Hazing Policy
- New Jersey State Law (N.J.S.A. 18A:3-24 to 27.4)
- [Student Grievance Form](#)
- [Behavior and Student Conduct Form](#)
- [Student Handbook](#)