

**THREE RIVERS COLLEGE  
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2100 Nondiscrimination and Student Rights	
Title: SR 2150 Anti-Hazing	Page 1 of 7
Primary Policy: SP 2150 Anti-Hazing	
Associated Policies: GAP Equal Opportunity; SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; SP 2140 Student Appeals; SP 2740 Student Rights and Responsibilities; PP 4730 Suspension or Termination	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2620 Disciplinary Proceedings; SR 2140 Student Appeals; SR 2740 Student Rights and Responsibilities; PR 4730 Suspension or Termination	
References: Missouri law (§ 578.360 RSMo); Jeanne Clery Campus Safety Act 20 U.S.C. § 1092(f); Stop Campus Hazing Act (Public Law 118-173)	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 06-18-2025	Last Revision:

Three Rivers College is committed to fostering a safe, inclusive, and respectful learning environment. Hazing poses significant risks to the health, safety, and well-being of individuals and has no place in the educational experience. The College strictly prohibits hazing in any form.

This regulation applies to all students, faculty, staff, recognized student organizations, clubs, athletic teams, and other groups affiliated with Three Rivers College, regardless of location. Every member of the College community is responsible for preventing hazing. All reports of hazing incidents, on campus, off campus, and online, will be promptly investigated, and appropriate action taken.

Hazing is defined as any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them, regardless of their willingness to participate. Hazing may be physical, psychological, or emotional and can occur in person, online, or through other means.

Missouri law (§ 578.360 RSMo) defines hazing as:

"Any activity, on or off-campus, that recklessly or intentionally endangers the mental or physical health or safety of a student for the purpose of initiation, admission, or continued membership in any organization."

Hazing includes, but is not limited to:

- Forced consumption of food, alcohol, drugs, or other substances.
- Physical harm (e.g., hitting, whipping, paddling).
- Sleep deprivation or excessive physical exertion.
- Psychological intimidation, humiliation, or harassment.

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- Forced participation in illegal or inappropriate activities.
- Any action that causes mental distress, including isolation or verbal abuse.

### Consequences of Hazing

Hazing is a violation of College policy, the Federal Stop Campus Hazing Act and Anti-Hazing Act of 2018, and Missouri Statute. Individuals and organizations found responsible for hazing may face:

- Disciplinary Actions: Suspension or expulsion from the College, or up to termination of employment.
- Organizational Sanctions: Suspension or revocation of recognition, funding, or privileges.
- Legal Consequences: Criminal charges, fines, and civil liability.

### Reporting Hazing

The Chief Student Services Officer is authorized by the College President to be responsible for the administration of anti-hazing and shall determine whether hazing applies to conduct occurring on campus, off campus, and online; on a case-by-case basis; and at their discretion. When appropriate, the College President may, at their discretion, appoint a designee to fulfill student conduct responsibilities.

Anyone who experiences or witnesses hazing must report it immediately. Reports of alleged hazing can be made through the Student Complaint Portal found at [trcc.edu](http://trcc.edu), to any faculty or

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staff, or to the Chief Student Services Officer. Reports can be made anonymously. Retaliation against those who report hazing is strictly prohibited.

Hazing incidents can be reported as follows:

- The Office of Student Services (Email: [Studentservices@trcc.edu](mailto:Studentservices@trcc.edu) Phone: 573-840-9669)
- Online reporting portal <https://www.pavesuite.com/trcc/publicportal/homepage>
- Campus Public Safety Office (Phone: 573-840-9079)
- To any faculty or staff member
- The Missouri Hazing Hotline (888-668-4293)

### **Adjudication Process**

#### **1. Initial Review**

Upon receiving a report of hazing, the Office of Student Services will:

- Conduct a preliminary assessment to determine if the report falls under the definition of hazing.
- Refer the case to Campus Public Safety for additional investigation, if appropriate.

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## 2. Investigation

The Office of Student Services, in collaboration with Campus Public Safety, will:

- Notify the respondent(s) of the alleged violation. The respondent can present witnesses on their behalf.
- Interview the complainant, respondent(s), and witness(es). All parties may have an advisor with them during the interviews. Any party being interviewed may have an advisor present who may be a College employee or attorney; however, the advisor may not speak on the student's behalf.
- Collect relevant evidence, including but not limited to, electronic communications, video footage, and medical reports.
- Ensure confidentiality throughout the investigation, to the greatest extent possible.

## 3. Interim Measures (If Necessary)

If there is a credible risk to student safety, the College may impose interim measures, such as:

- Temporary suspension of the accused individual(s) or organization.
- Restrictions on participation in campus activities.

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#### 4. Decision

Once the investigation is complete, the Office of Student Services will review all gathered information from the investigation and make a determination of responsibility based on a preponderance of evidence (more likely than not) if the respondent(s) is/are responsible for violation of the anti-hazing policy.

#### 5. Sanctions

If found responsible, the individual or organization may face:

##### Individual Sanctions:

- Educational workshops on hazing prevention.
- Probation, suspension, or expulsion from the College.
- Probation, suspension, or termination of employment.

##### Organizational Sanctions:

- Revocation of recognition and campus privileges.
- Loss of funding and event restrictions.

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## 6. Appeals

The accused has the right to appeal within three (3) business days based on:

- New evidence not previously available.
- Procedural errors that impacted the outcome.
- Disproportionate sanctions.

Appeals will be reviewed as outlined in SR 2140 Student Appeals.

## Transparency Report

Three Rivers College will post the Transparency Report biannually to trcc.edu.

## Education & Prevention

Three Rivers College is committed to hazing prevention through:

- Mandatory training for students, faculty, and staff.
- Awareness campaigns and educational workshops.
- Clear guidelines for student organizations and athletic teams.

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**DOCUMENT HISTORY:**

**06-18-2025:** Initial approval of regulation SR 2150 Anti-Hazing.