
Policy Title: Mid-State Technical College Administrative Policy – Hazing**PURPOSE**

The purpose of this policy is to affirm Mid-State Technical College's dedication to maintaining a safe and respectful learning environment for all students. Consistent with the requirements of the Stop Campus Hazing Act, this policy prohibits hazing in any form and establishes clear expectations for reporting, investigating, and addressing incidents of hazing.

SCOPE

This policy applies to all students, faculty, staff, student organizations, clubs, and groups at Mid-State Technical College. It includes, but is not limited to, student-run organizations and any group of two or more students, whether or not the group is formally recognized by the College.

DEFINITION OF HAZING**Federal Definition**

Hazing is defined as any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that is committed in the course of initiation into, an affiliation with, or the maintenance of membership in, a student organization; and causes or creates 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. (Stop Campus Hazing Act, H.R. 5646, 118th Congress)

Wisconsin State Definition

Under Wisconsin law, *hazing* is defined as any intentional or reckless act that endangers the physical health or safety of a student for the purpose of initiation, admission, or continued affiliation with an organization connected to a school, college, or university. Hazing may include, but is not limited to, acts of physical brutality such as whipping, beating, branding, forced consumption of food, alcohol, drugs, or other substances, forced confinement, or any other activity that jeopardizes a student's health or safety. A student's willingness to participate does not excuse or negate the act of hazing (Wis. Stat. § 948.51).

REPORTING PROCEDURES

Any student, faculty member, staff member, or third party who has concerns about hazing is encouraged to submit a report. Incidents of hazing can be reported:

Online: Complete the College's [Incident Report Form](#).

In Person: Contact Campus Security at 715.422.5321 or the Dean of Student Success at 715.422.5628. If you believe someone is in immediate danger, call **911**.

POLICY ENFORCEMENT

Any violation of this policy may result in disciplinary action, up to and including suspension, expulsion from the college under the [Student Code of Conduct](#), or termination of employment under the Employee Handbook. Criminal referrals to law enforcement will be made. (Wis. Stat. § 948.51).

INVESTIGATION

All reports of hazing will be taken seriously and investigated in accordance with the [Student Code of Conduct](#). If hazing involves an employee, it will be handled based on our Employee Handbook. If the alleged hazing is motivated by sex, race, or another protected class, the College will apply the [Title IX](#) or [Discrimination/Harassment](#) investigation process. In addition, in all cases, the College will:

- 1) If the victim wishes to report it to law enforcement, the college will assist the victim in this process and cooperate with the investigation.
- 2) Ensure the student or students involved in hazing are given access to support services, including counseling.

Mid-State Technical College prohibits retaliation against any individual who reports hazing or participates in an investigation. Acts of retaliation, including, but not limited to, harassment, threats, or intimidation, are prohibited and will result in disciplinary action, up to and including termination of employment or expulsion from the College.

PREVENTION AND AWARENESS

Mid-State Technical College is committed to educating the campus community on the prevention of hazing. As part of this effort, required New Student Orientation includes information on the definition of hazing, available reporting mechanisms, and positive alternatives to hazing. In addition, all club advisors are required to complete training that covers these same topics to ensure they are equipped to support safe and respectful student experiences.

REPORTING

Mid-State Technical College will publish hazing-related data and outcomes in compliance with federal requirements. The Annual Security Report, issued each year by October 1, will include information on hazing incidents. In addition, the College will issue a Campus Hazing Transparency Report twice a year, in January and July, outlining organizational findings and the College's responses to hazing violations. See our annual security report here: [2023 Annual Campus Security Report](#).

This policy will be reviewed annually and amended as necessary to ensure compliance with federal, state, and local laws.

Adopted: August 2025

Last Reviewed:

Revised:

Policy Section: Administration

Policy Title: Mid-State Technical College Administrative Policy – Hazing