Hazing

Registered student clubs and organizations exist at Palmer College of Chiropractic (College) under the assumption that their activities and programs contribute to the educational, civic and social development of the students involved.

Therefore, a student club or organization that engages in hazing is contrary and detrimental to the purpose of the College, the education and personal development of its students, and thus, has no place within the College and is strictly prohibited.

SCOPE

This Hazing policy (Policy) applies to the entire College community, which is defined as including the Davenport campus (Palmer College Foundation, d/b/a Palmer College of Chiropractic), West campus (Palmer College of Chiropractic West) and Florida campus (Palmer College Foundation, Inc., d/b/a Palmer College of Chiropractic Florida) and any other person(s), groups, or organizations affiliated with any Palmer campus.

DEFINITIONS

For the purposes of this Policy, the following terms shall have the meanings specified below:

> The term **"College" r**efers to Palmer College of Chiropractic, including operations on the Davenport campus; West campus; and Florida campus.

> The term **"College premises"** includes all land, buildings, facilities and other property in the possession of, owned, used or controlled by the College including adjacent streets, alleys, sidewalks and parking lots.

> The term **"hazing"** refers to a reckless or intentional act that is an explicit or implicit condition for initiation to, admission into, affiliation with, or continued membership in a group or organization. This includes any activity, whether it is presented as optional or required, that places a new member in a position of servitude as a condition of membership.

1. Hazing is a broad term encompassing any action or activity, which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties; and/or which demeans, degrades or disgraces any person regardless of locations, intent or consent of participants.

2. Hazing includes any mental or physical requirement, request or obligation placed upon any person (pledge, new member, associate member, member, affiliate, guest), which could cause discomfort, pain, fright, disgrace, humiliation, embarrassment, injury or which is personally degrading or which violates any federal, state, local statute or college policy or rule. Any activity described in the definition of this Policy upon which the initiation, or admission into, or affiliation with, or continued membership in an organization is directly or indirectly conditional, shall be presumed to be "forced" activity.

ADMINISTRATIVE RULES

Jurisdiction

This Policy and associated rules, processes and procedures applies to conduct that occurs on College premises or at College-sponsored or College-related activities or service functions on or off College premises or at non-College activities on or off College premises that adversely affects the College and/or the pursuit of its objectives.

Advisor, Officer and Member Responsibilities

1. It is the responsibility of each student club or organization, its advisors, officers and members to be aware of and comply with all College policies, rules and procedures.

2. Any advisor, officer or member of a student club or organization who witnesses or becomes aware of hazing activities has a responsibility to report and disclose the factual and descriptive information including, but not limited to, identity of persons involved, dates, times, actions taken if any and other relevant information to the College's administration and/or the individuals listed below under, "Contacts".

3. The officers and advisor(s) or a student club or organization are responsible for informing its members (pledges, new members, associate members, affiliates, guests) of this Policy. This Policy will be read by the president or designee at the first meeting of the student club or organization each academic term.

4. All student clubs and organizations that require an initiation process for membership must complete a Hazing Acknowledgement Form. This Form must be submitted during the first (1st) week of the academic term to the Office of Student Services to certify acknowledgement of and compliance with this Policy.

5. All student clubs and organizations that require an initiation process for membership must complete and submit a “Members’ Information” form to the Office of Student Services 30 days prior to start of each academic term. The Office of Student Services is to be promptly notified, in writing, of any changes in membership information. Membership information is to be accurate and current at all times.

6. The president or designee must be in attendance at all new member functions.

7. The advisor or designee must be in attendance at all new member functions.

8. The president and advisor must approve all activities planned for new members.

Prohibited Activities

Conduct and activities which are explicitly prohibited include, but are not limited to, the following:

Forcing, requiring or endorsing new members/associate members to consume alcohol or any other substance and/or providing such alcohol or other substance:

1. The unauthorized or illegal use of alcohol in any form or quantity during any new member activity;

2. Calisthenics (sit-ups, push-ups and runs);

3. Branding and tattooing;

4. Pushing, shoving, punching, whipping, beating, tackling or any other physical abuse;

5. Unauthorized line-ups of any nature;

6. Throwing anything (garbage, water, paint, etc.) at an individual;

7. Any form of abuse (paddling, physical abuse, psychological abuse, deception or shocks);

8. Requiring individuals to walk or march in formation of any kind;

9. Publicly wearing apparel which is conspicuous and not normally in good taste (uniforms, head apparel, boots/shoes, etc.);

10. Not permitting individuals to speak for extended periods of time and/or forced exclusion from social contact;

11. Preventing any person from practicing personal hygiene;

12. Any activity which interferes with an individual's educational pursuits (class attendance, preparation, study time, etc.);

13. Forced consumption of food or other substances;

14. Theft, defacement or destruction of private or public property;

15. Conducting unauthorized scavenger hunts, treasure hunts, quests, road trips, paddle hunts, big brother/little brother hunts, big sister/little sister hunts;

16. Engaging in public stunts and buffoonery, public displays or greetings;

17. Servitude of any nature (food runs, personal errands, academic work, etc.);

18. Permitting less than six consecutive hours of sleep each night;

19. Conducting a new member related activity between the hours of 12:00 midnight and 7:00am. or awakening individuals during these hours;

20. Nudity or exposure to the elements at any time;

21. Yelling, screaming or calling individuals demeaning names;

22. Engaging in unauthorized activities which involve compelling an individual or group of individuals to remain at a certain location or transporting anyone anywhere (road trips, kidnaps, sneaks, drops, etc.);

23. Assigning or endorsing "pranks" (stealing composites, trophies, mascots, etc.);

24. Conducting activities which do not allow adequate time for study during pre-initiation or initiation periods;

25. Conducting activities designed to deceive or convince new members that he/she will not be initiated or will be hurt;

26. Carrying of any items (paddles, bricks, rocks, pocket change, dog collars, signature books, etc.); and/or

27. Forcing, requiring or endorsing new members/associate members to violate any college policy or rule or any local, state or federal law.

Notifications

In all cases of alleged violations of this Policy, alumni and national/international headquarters of the organization may be notified.

Consent Not a Defense

Consent to hazing is never a defense to a violation of this Policy.

Disciplinary Action

STUDENTS AND/OR STUDENT ORGANIZATIONS

Violations of this Policy may result in the filing of a charge of misconduct under the Student Code of Ethics as described in the Student Handbook. Any member of the College community may file charges against any student organization or club, its student officers and student members who may be found collectively and/or individually responsible for misconduct when such misconduct is authorized, encouraged, directed, tolerated, supported by or committed on behalf of the organization or club.

Any student organization found to be in violation of this Policy is subject to disciplinary action including suspension or permanent loss of recognition as a student organization as set forth in the Student Code of Ethics as published in the Student Handbook.

Sanctions up to, and including, suspension or dismissal from the College may be imposed upon students found to have violated the Student Code of Ethics. The Student Code of Ethics may be found in its entirety in the Student Handbook.

EMPLOYEES

Employees involved in alleged acts of hazing and/or who knew of or should have known of these activities may also face disciplinary action up to and including termination.

Standard Institutional Policy Provisions

Institutional policies are supplemented by provisions that are applicable to all institutional policies. It is the responsibility of all employees and students to know and comply with these standards.

> Standard Provisions Applicable to All Institutional Policies

Additional Information

Associated Policies, Processes And/Or Procedures

This Policy is supplemented below. It is the responsibility of all employees and students to know and comply with policies and procedures as supplemented.

Policies

> Campus Violence

Processes And/Or Procedures

> Student Code of Ethics

> Guide to Campus Safety and Alcohol and Abuse Awareness

Forms/Instructions

Completion of this Form is required for all student clubs and organizations that require an initiation process for membership.

> Hazing Acknowledgement Form

Other Related Information

> Hazing Law (IA)

> Hazing Law (CA)

> Hazing Law (FL)

CONTACTS

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  Davenport, IA 52803
  (563) 884-5476
  earlye.julien@palmer.edu

- Lori Larsen, B.A.
  Lead Coordinator
  Office of Compliance
  1000 Brady Street
  Davenport, IA 52803
  (563) 884-5246 or (800) 722-2586
  lori.larsen@palmer.edu

Security

- Campus Security

DAVENPORT, IA. CAMPUS

- Office phone: (563) 884-5555

- Brian Sharkey
  Senior Director for Campus Safety and Security
  (563) 884-5147
  brian.sharkey@palmer.edu

WEST CAMPUS, SAN JOSE, CALIF.

- First Security Services: (408) 568-5951

- Lonnie Contreras
  Director of Campus Administration
  (408) 944-6011
  lonnie.contreras@palmer.edu

FLORIDA CAMPUS, PORT ORANGE, FLA.

- United American Security: (386) 763-2777

- George Oliveira
  Director of Safety and Security
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HISTORY

Last Revised: ..... March 14, 2016

Adopted: ..... N/A

Last Administrative Review: ..... November 4, 2009

Responsible Officer: ..... Kevin Cunningham, D.C., Ph.D.
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