SITTING BULL COLLEGE

HAZING POLICY

1. Purpose

This policy establishes Sitting Bull College's commitment to a campus environment free from hazing and outlines the procedures and responsibilities required by the Stop Campus Hazing Act of 2024.

2. Definition of Hazing

Hazing is defined as any intentional, knowing, or reckless act committed by one person or a group of people against another individual in connection with initiation into, affiliation with, or continued membership in a student organization that causes, or creates a substantial risk of, physical, mental, or emotional harm regardless of consent.

3. Prohibited Conduct

Hazing is strictly prohibited, whether occurring on or off campus, including but not limited to:

- Physical abuse, forced consumption of substances, or sleep deprivation;

- Intimidation, humiliation, or coercion;

- Forced participation in illegal, dangerous, or demeaning activities;

- Any behavior that threatens the safety, rights, or dignity of another.

4. Student Organizations

This policy applies to all recognized and unrecognized student organizations, including clubs, and informal groups affiliated with SBC activities.

5. Reporting Procedures

Hazing incidents should be reported to:

- Campus Security Office located in the Student Services Building office 107

Security Officer #1 (701-854-8010) or Security officer #2 (701-854-8005)

- Campus Security Complaint/ Reporting Statement Forms

- Title IX Office:

Students: Vice President of Operations located in the Science & Technology Building

(701-854-8055)

Staff: Human Resources Manager located in the Finance Building

(701-854-8004)

- Local Law Enforcement if immediate risk exists.

Fort Yates Dispatch (701-854-7241)

Reports may be made anonymously.

6. Investigation Process

SBC will:

- Initiate investigations within 5 business days of receiving a report;

- Conduct thorough, impartial investigations;

- Notify affected student organizations of allegations and outcomes;

- Refer cases to tribal law enforcement when applicable.

7. Disciplinary Action

Violations may result in:

- Individual disciplinary action (suspension/expulsion);

- Organizational sanctions (probation, derecognition, suspension of activities);

- Criminal referral when applicable.

8. Prevention and Education

Sitting Bull College requires:

- Hazing prevention training for all incoming students;

- Annual training for student organizations;

- Employee training during hiring;

- Research-informed prevention programs (internal or third-party approved such as Vector Solutions).

9. Annual Security Reporting (The Clery Act)

Effective with the 2025 ASR:

- SBC will include anti-hazing policies;

- Publish definitions of hazing and student organizations;

- Outline how to report, investigation procedures, and relevant Tribal, State, and Federal laws;

- Provide hazing statistics in the 2026 ASR and beyond.

10. Campus Hazing Transparency Report

SBC will publish a Campus Hazing Transparency Report every six months on its website, beginning December 23, 2025, including:

- Name of involved student organization;

- General description of the violation;

- Whether drugs or alcohol were involved;

- Institutional findings and sanctions;

- Dates of:

- The incident;

- The investigation start;

- Final determination of violation;

- Notification to the student organization.

11. Policy Review

This policy will be reviewed annually and updated to reflect changes in federal, tribal, or institutional regulations.

Approved: May 1, 2025