



Asheville-Buncombe Technical Community College

(A-B Tech) Procedure

Procedure (804.02): Anti-Hazing

The purpose of this procedure is to provide a comprehensive framework for preventing, addressing, and eradicating hazing incidents involving College students. This procedure applies to all individuals and organizations associated with the College, including, but not limited, to students, employees, volunteers, and affiliated organizations, and applies to conduct occurring on or off campus.

Prohibited Conduct

Hazing is a violation of A-B Tech's Code of Student Conduct and is prohibited by state and federal law. Employees who engage in hazing in connection with student organizations are subject to the same institutional response. Such conduct is a violation of A-B Tech's Code of Ethical Conduct and will be addressed in accordance with applicable employee policies and procedures. (Please refer to Policy 110 and Procedure 509.01).

Hazing is defined by North Carolina State Law as "to subject another student to physical injury as a part of an initiation, or as a prerequisite to membership, into any organized school group, including any society, athletic team, fraternity or sorority, or other similar groups." The College strictly prohibits hazing in any form including actions that result in physical and/or psychological injury. Injury is defined by the [Stop Campus Hazing Act](#), an amendment to the Higher Education Act. It defines hazing 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 in actions that, include but are not limited to any activity that:

1. Causes or is likely to cause bodily harm, serious mental or emotional harm, substantial emotional distress, or personal degradation or disgrace resulting in physical or mental harm to a student.
2. Interferes with a student's academic pursuits, including grades, academic assignments, or scheduled curricular activities.
3. Occurs on or off campus and involves the forced consumption of any food, liquid, drug, or other substance.
4. Involves sleep deprivation, excessive physical exertion, or exposure to the elements.
5. Requires a student to engage in any illegal activity or violate College policies or codes of conduct.

6. Creates a power imbalance between individuals or groups, or exploits a student's known physical, psychological, or social vulnerabilities.
7. Involves the use of social media, electronic communications, or other technology to facilitate hazing activities.

Reporting and Investigation

A. *Reporting Hazing Incidents*

1. **Mandatory Reporting:** Any individual who witnesses, experiences, or has knowledge of hazing activity must promptly report the incident to the appropriate College official.
2. **Reporting Methods:** Reports may be made in person, by phone, via email, or through the College's online reporting system. Anonymous reports will be accepted and investigated to the extent possible.
3. **Privacy:** The College will protect the privacy of all parties involved to the extent possible, consistent with the need to conduct a thorough investigation and comply with applicable laws.
4. **Limited Immunity:** Students who report hazing incidents or who cooperate in hazing investigations may be granted limited immunity for minor policy violations discovered during the course of the investigation, at the discretion of the Vice President for Student Services or their designee.
5. **Retaliation:** Retaliation against any person who reports hazing or participates in an investigation is strictly prohibited and may result in disciplinary action.

B. *Investigation of Hazing Allegations*

1. **Prompt and Thorough Investigation:** The College will promptly investigate all reports of hazing in a fair, impartial, and thorough manner.
2. **Investigation Process:** The Vice President for Student Services, or designee, will coordinate hazing investigations according to the College's [Code of Student Conduct](#) and [Due Process](#) procedures, which include an appeals process.
3. **Interim Measures:** The College will take appropriate interim measures to protect the safety and well-being of students during the investigation, which may include, but are not limited to, no-contact directives; temporary suspension of individuals or organizations; changes in academic schedules or course delivery method; campus access or other restrictions as deemed appropriate by the College.
4. **Standard of Evidence:** The College will use a preponderance of the evidence standard (more likely than not) in determining whether a violation of this procedure has occurred.

Disciplinary Actions and Sanctions

Students

Students found responsible for hazing will face disciplinary action up to and including suspension or expulsion from the College.

Student Organizations

Student Organizations found responsible for hazing may face sanctions including, but not limited to: probation or suspension of organizational activities; loss of College recognition or registration; revocation of charter or affiliation agreements; prohibition from hosting or participating in College-sponsored events; loss of access to College facilities, funding, or other resources; and/or permanent dissolution of the organization.

Employees

Employees found responsible for hazing or for failing to report known hazing incidents will face disciplinary action up to and including termination of employment, in accordance with College procedure 509.01.

Prevention and Education

The College will provide education and training on hazing prevention and the College's anti-hazing procedure to students and employees. The Anti-Hazing procedure and related resources will be distributed annually to all currently enrolled students and employees via individual College email accounts, on or before September 30. The procedure is also posted continuously on the Consumer Information page on the A-B Tech website. In addition to email dissemination, the College will publish the Hazing Policy and Procedure in the Student Handbook and Catalog. These documents will be reviewed annually, with updates to the online version made as revisions occur.

Student Organization Training: As a condition of obtaining and maintaining College recognition or registration, designated officers and advisors of each student organization must complete annual anti-hazing training and acknowledge their responsibility to comply with the College's Anti-Hazing Procedure.

Online Resources: The College will maintain a webpage with information about applicable law, this procedure, reporting options, and a link to the College's Jeanne Clery Campus Safety Act Annual Security Report.

Hazing Transparency Report: The College will publish on its public website and update at least twice each year, a report summarizing each hazing violation for which a Student Organization, established or recognized by the College, was found responsible. The report will include the following information:

1. The name of the student organization;
2. A general description of the violation that resulted in a finding that a violation of this policy occurred, including whether or not the violation involved the abuse or illegal use of alcohol or drugs;
3. Any sanctions imposed on the student organization; and
4. Related dates (the date of the alleged incident, the date of the initiation of the investigation, the date the investigation ended with a finding, and the date the institution provided notice to the organization of the finding).

The report will not include any personally identifiable student information.

Reporting Concerns: Students and Employees

Vice President for Student Services or designee

Online Reporting: [Incident Report Form](#)

Phone: (828) 398-7143 or (828) 398-7900

Confidential Counseling and Support:

Students

A-B Tech Support Services

Email: supportservices@abtech.edu

Phone: (828) 398-7141

Location: K. Ray Bailey Student Services Center

Employees

Employee Assistance Network (EAN)

Phone: (828) 252-5725

Campus Safety:

A-B Tech Police Department

Emergency: (828) 398-7125, or 911

Location: Mission Hospital/A-B Tech Conference Center

Limitation of Liability

While the College is committed to preventing and addressing hazing, the College cannot guarantee that hazing incidents will not occur. The College's liability is limited to its good faith efforts to implement and enforce this procedure. Nothing in this procedure shall be construed as creating any additional rights or causes of action against the College beyond those provided by applicable law.

Definitions:

Hazing: Any intentional, knowing, or reckless act, occurring on or off campus, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are, or include, students at an institution of higher education. This includes, but is not limited to:

- Physical brutality or abuse
- Forced or coerced consumption of any food, liquid, drug, or other substance
- Forced or coerced physical activity
- Sleep deprivation
- Exclusion from social contact
- Conduct that could result in extreme embarrassment or humiliation
- Any activity that would unreasonably interfere with academic pursuits

Organization: Any club, society, association, athletic team, club sports team, fraternity, sorority, band, student government, or similar group, in which two or more enrolled students of the College are members, regardless of whether the organization is officially recognized by the College.

Owner: Vice President for Student Services

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