

## Anti-Hazing Policy

Updated on

Aug 05, 2025

The Cleveland Institute of Art prohibits hazing as defined in this policy. The college will investigate and respond to all reports of hazing as outlined in this policy.

This policy applies to CIA students, student organizations, student groups, and employees. This policy also applies to volunteers acting in an official capacity that advise or coach student organizations and/or student groups and who have direct contact with students. The Cleveland Institute of Art has jurisdiction under this policy whether the conduct occurs on- or off-campus.

This policy applies to conduct that occurs on- or off-campus, between two or more people who are affiliated with the College, or any student or other organization associated with the College.

### Term Definitions

- **Student** - All persons taking courses at The Cleveland Institute of Art either full-time or part-time. Persons who withdraw after allegedly violating the Student Code of Conduct, who are not officially enrolled for a particular term but who have a continuing relationship with The Cleveland Institute of Art or persons who are living in CIA residence halls, although not enrolled in this institution.
- **Student organization** - Any number of persons who have complied with the formal requirements for CIA's recognition or registration. This includes all registered student organizations.
- **Student group/team** - Any number of persons who are associated with the College and each other, but who have not registered, or are not required to register as a student organization (e.g., athletic teams, honor societies, musical or theatrical ensembles, bands or clubs).

### Definition of Hazing

Hazing is defined as intentionally, knowingly, or recklessly, for the purposes of initiating, admitting or affiliating a student into or with an organization, or for the purpose of continuing or enhancing a student's membership or status in an organization, causing, coercing or forcing a student to do any of the following, regardless of whether such conduct occurs on or off campus:

- Violate Federal or State criminal law.
- Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the student to a risk of emotional or physical harm.

- Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
- Endure brutality of a mental nature, including actively adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
- Endure brutality of a sexual nature.
- Endure any other activity that creates a reasonable likelihood of bodily injury to the student.

*It shall not be a defense to a violation of hazing that the student consented to the conduct in question.*

### **Additional Prohibited Conduct**

- Involvement in the planning of hazing and/or being present during hazing.
- Failing to intervene to prevent or stop hazing if the individual has prior knowledge of a planned hazing activity.
- Failing to assist or seek assistance if the individual knows or reasonably should know that another is in danger from the effects of hazing.
- Knowingly making a false accusation of hazing.
- Failing to report information about suspected prohibited conduct if required to do so as a mandatory reporter of the institution.
- Failing to cooperate in an investigation of hazing, as defined as noncompliance with the Student Conduct Process as outlined in the Student Code of Conduct.
- Retaliating against or taking adverse action toward any reporting party and/or person.

### **Sanctioning for Violations of the Anti-Hazing Policy**

Engagement in any behavior prohibited by this policy, regardless of the intent to cause harm or the willingness of an individual to participate in such activity, is considered a violation of the Student Code of Conduct.

1. Sanctions for violations of this policy shall be administered by the Assistant Dean of Students as the Chief Conduct Officer.
2. Student groups subject to college jurisdiction and individual students found responsible for violations of this policy shall be sanctioned in accordance with the Student Code of

Conduct. For student groups, sanctions include, but are not limited to, revocation of registration or denial of application for registration, loss of college privileges such as the ability to formally meet on campus and to use campus facilities, or to represent the College and, in the case of fraternities and sororities, the right to be recognized or operate at the College.

3. Sanctions imposed by the College for violations of this policy may be in addition to any penalty imposed for violation of the criminal laws of the State of Ohio and for violation of any other college regulations or policies.
4. For groups that are formally associated with the College (i.e., recreational teams, bands, or any other groups supported by the College that are not required to register as a student organization, sanctioning for violations of this policy shall be determined by the Assistant Dean of Students.

### **Enforcement of the Policy**

The Assistant Dean of Students shall coordinate the investigation of all hazing allegations. When appropriate, other college offices may handle certain aspects of the College's response (e.g., Human Resources, Safety + Security). Additionally, the Assistant Dean of Students will assess the need for interim measures (e.g., suspension of current group activities). Every effort will be made to complete the investigation in a timely manner.

The hazing allegation will be investigated and resolved in keeping with the Student Conduct Process. At the point when a formal conduct allegation is made against an organization, the national or oversight organization, if any, shall be notified. Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency. The Assistant Dean of Students may find an individual or group responsible for violating the Anti-Hazing Policy via the Student Code of Conduct and/or other college rules, regulations, or policies. Sanctions applied to organizations and/or individuals will be imposed in accordance with the severity of the violation and will be determined by the Assistant Dean of Students.

### **Reporting an Incident**

1. Individuals and/or student organizations should report instances of hazing to the Assistant Dean of Students for review.
2. Making an intentionally false accusation of hazing is prohibited and subject to corrective or restorative action as enumerated in the Student Code of Conduct or other College policies.

3. If a member of the College community is aware of immediate physical danger to a student or others, they must contact CIA Security at 216-421-7332, Case Western Reserve University Police 216-368-3333, or dial 911.
4. Any questions concerning the interpretation or application of this policy should be referred to the Assistant Dean of Students.

### **Education and Training - Awareness, Prevention, and Intervention**

In the first semester of every academic year, the Office of Student Life will provide hazing prevention education to all incoming students and student group/organization leadership (presidents and advisors). Hazing prevention education will consist of both active and passive programming campaigns and include information regarding hazing awareness, prevention, intervention, and CIA's Anti-Hazing Policy. The Office of Student Life will track completion of this training through the administration of a quiz to student organizations.

Copies of the years' participation and the files of passive programming will be held in the Office of Student Life.

Additional questions or concerns can be directed to the following CIA departments:

Safety + Security

[safetyandsecurity@cia.edu](mailto:safetyandsecurity@cia.edu)

216.421.7330

11610 Euclid Ave.

Cleveland, OH 44106

Student Life + Housing

[studentlife@cia.edu](mailto:studentlife@cia.edu)

11610 Euclid Ave.

Cleveland, OH 44106

Dean of Students

[dos@cia.edu](mailto:dos@cia.edu)

216.421.7427

11610 Euclid Ave.

Cleveland, OH 44106