

Procedure 433 Anti-Hazing Procedure

November 26, 2025



Anti-Hazing Statement

Hazing is abusive, degrading, psychologically damaging, and may be life-threatening. It is unacceptable in all forms and has no place in the SUNY Genesee Community College (GCC) community. Student groups, organizations, and athletic teams are important contributors to a vibrant and positive campus life and are expected to act in accordance with the Student Code of Conduct and to treat others with respect. Hazing by individuals and student organizations is prohibited in any form both on campus and off campus.

Summary

The purpose of this procedure is to affirm Genesee Community College's commitment to the safety, well-being, inclusion, and respect of all members of our community by prohibiting hazing in all its forms. This procedure is also established in compliance with the Stop Campus Hazing Act (Public Law 118–173) and other applicable federal, state, and tribal laws. This procedure establishes clear guidelines to prevent hazing, educate the campus community, and ensure transparent reporting of hazing incidents.

Process

Scope

This procedure applies to all students at Genesee Community College (GCC), regardless of academic status or location. Additionally, this procedure applies to the following:

- Student organizations, including clubs, athletic teams, and Greek-letter groups, whether formally recognized or operating informally.
- Prospective students, including individuals participating in recruitment, orientation, or pre-enrollment activities sponsored by GCC or its affiliated organizations.
- Guests, visitors, and non-students who engage in hazing behavior in connection with GCC-affiliated groups or events.
- Off-campus conduct, when such behavior is associated with GCC student organizations or activities and poses a risk to the safety or well-being of any individual.

Definitions

Hazing

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 during an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- Causes or creates a risk, above the reasonable risk encountered during 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. The following are non-exhaustive examples of conduct that causes or creates such a risk:
 - Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - Causing, coercing, or otherwise inducing another person to perform sexual acts;
 - Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - Any activity against another person that includes a criminal violation of applicable local, New York State, Tribal, or Federal law; and
 - Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.
 - This definition is compliant with New York State law. Under New York State Penal Law, a person may be charged with hazing if, during another person's initiation into or affiliation with any organization, they intentionally or recklessly engage in conduct that creates a substantial risk of and/or causes physical injury to another person. A criminal charge of hazing may result in a violation or misdemeanor.

Student Organization

An organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution. In the case of students participating in a student organization unrecognized by the campus that contains two or more members that are students

enrolled at the campus, such individual students may be subject to a charge or charges of hazing on an individual basis.

Reporting Incidents of Hazing

Genesee Community College strongly encourages the reporting of incidents or behaviors that may constitute hazing and takes every such report seriously. All reports will be investigated diligently and thoroughly in accordance with GCC's Student Code of Conduct and applicable laws.

Any person may report hazing in person, by mail, by telephone or by electronic mail to the Dean of Students office:

Dean of Students
Suite C219
Genesee Community College
1 College Rd, Batavia, NY 14020
585-343-0055 ext. 6219
deanofstudents@genesee.edu

Reports may also be submitted to the GCC Campus Safety Department by contacting the Director of Campus Safety, calling 585-345-6500, or filling out the Silent Witness Form. For additional information about Campus Safety, visit <https://www.genesee.edu/about/offices-departments/campus-safety/>.
Privacy and Confidentiality

GCC will respect the privacy of reporters but cannot guarantee confidentiality for hazing reports. The information provided to non-confidential resources will be used, as necessary, to investigate and address violations of policies or federal, state, or local laws. GCC is committed to managing all responses with care, ensuring that records and information are securely managed and that reporting parties are protected and supported.

Some resources are designated as confidential and will not report to law enforcement or college officials without the permission of the reporting party, except for extreme circumstances such as a health and/or safety emergency.

The following resources are considered confidential:

- GCC Counseling Services (counseling@genesee.edu)
- College advocate from RESTORE: (800) 527-1747 (24/7 hotline)
- Other physicians, licensed medical professionals or supervised interns when they are engaged in a physician/patient relationship

Amnesty in Reporting

Recognizing that some students may be reluctant to report hazing activity due to fear of potential consequences for their own conduct or involvement, GCC has adopted an amnesty procedure.

Under this amnesty procedure, students reporting in good faith and cooperating fully with an investigation or resolution process may not be subject to student conduct sanctions related to their participation in hazing behavior or other behavior including related to alcohol, marijuana, and/or drug violations.

Amnesty may not be offered or may be removed if the reporting student continues to engage in hazing behaviors or withholds knowledge of unreported hazing activity. Under this procedure, amnesty does not apply to criminal or civil actions taken by law enforcement. Investigation Process

After a report is received, the Dean of Students Office will promptly review the report and allegations. In consultation with Campus Safety, the Dean of Students (or designee) will determine next steps in compliance with the protocols outlined in the GCC Code of Conduct, including meeting with the reporting party, gathering information related to the allegations, and scheduling hearings for the accused parties.

If a report is criminal in nature, GCC will contact law enforcement. GCC will also conduct its own investigation to prevent a recurrence of the alleged hazing and to determine if there are potential violations of the Student Code of Conduct and/or any other applicable processes depending upon the nature of the complaint.

Sanctions

Students found responsible for committing, soliciting, encouraging, directing, aiding, or recklessly permitting hazing to occur will be subject to disciplinary sanctions that could include suspension or expulsion from GCC. See Code of Conduct for additional details.

Retaliation

Retaliation, in any form, is strictly prohibited. Retaliation is understood as adverse action against another person for reporting a violation or for participating in any way in the investigation or conduct process. Retaliation includes harassment and intimidation, including but not limited to violence, threats of violence, property destruction, adverse educational or employment consequences, and bullying.

Hazing Prevention & Awareness Programs

GCC offers a comprehensive prevention and awareness program for all members of its community. This program includes group training within athletics and student clubs/orgs, notices and trainings to all employees, and bystander intervention training for students and employees.

The prevention and awareness campaign is monitored and managed by the Dean of Students Office for students. The prevention and awareness campaign is monitored and managed by Human Resources for employees.

Forms

[Silent Witness Form](#)

[General Incident Report Form](#)

Related Documents

[New York State Penal Law, Section 120.16-17](#)

[Stop Campus Hazing Act](#)

[Campus Safety & Annual Security Report](#)

[GCC Code of Conduct](#)