



Hazing Prevention Policy

The Cincinnati College of Mortuary Science (“CCMS” or the “College”) is to preventing, reporting, and responding to Hazing (as defined below), ensuring compliance with applicable laws, and creating a campus community that is safer and intolerant of Hazing. CCMS is committed to fostering a safe and respectful environment for our community, including students, staff, and faculty, where they can socialize, build networks, and share common experiences. Community members should not be subjected to Hazing in connection with their initiation into, affiliation with, or participation in or membership in a group, club, opportunity, or student organization.

A. DEFINED TERMS

1. The term “**Covered Party**” includes all members of the CCMS community, including, but not limited to, students, staff, faculty, members of student groups, volunteers, and affiliates.
2. The term “**Hazing**” includes 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: (i) is committed during an initiation or admission into, affiliation with, or as a condition for continued membership in a Student Organization (defined below); and (ii) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical or psychological injury.
3. A “**Hazing Violation**” has occurred when a Covered Party or Student Organization is found to have committed Hazing. Non-exclusive examples of Hazing include: 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 local, State, 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, or Federal law.
4. The term “**Student Organization**” refers to a group consisting of two or more students enrolled at CCMS, whether or not the organization is established or recognized by the institution. This includes organizations approved by the CCMS President, as well as those not registered with the CCMS President. It also encompasses student groups and Student Organizations permitted by the institution to use its name or facilities, or those known to the institution as unaffiliated student groups. Student organizations at CCMS include, but are not limited to, student government, the Gender and Sexuality Alliance (GSA) Club, Delta Gamma Pi, and the Phi Theta Kappa National Honor Society.

B. REPORTING REQUIREMENTS

If a member of the CCMS community knows that a student is being hazed, is directed by another to haze someone, witnesses an act of Hazing, or they are made aware of Hazing at or within the CCMS community, they are required to report it to CCMS. CCMS must be aware of every incident of Hazing so that they can coordinate the College's response and ensure the behavior is addressed appropriately.

If the Hazing is life threatening, dangerous, violent, or otherwise poses a risk of harm, immediately contact the CCMS Safety Officer at (513) 618-1922 if you are on campus; or call 911 or local law enforcement authorities if you are off campus. After fulfilling the emergency reporting obligations outlined above, you must also report the same incident of Hazing using the confidential online incident report form.

For non-emergency Hazing incidents, please use the confidential online Incident Report Form (<https://ccms.populiweb.com/router/forms/respond>). Your report can be anonymous.

Under Ohio law, any Covered Party who fails to report Hazing immediately has committed a misdemeanor.

C. INVESTIGATIONS

For incidents of Hazing involving students, CCMS will investigate in accordance with the procedures outlined in the Student Code of Conduct.

For incidents of Hazing involving faculty and staff, CCMS will forward the report to the Program Director for investigation. The conduct of staff and faculty is governed by the policies outlined in the Employee and Faculty Handbooks.

For any incidents of Hazing that may involve criminal conduct, the Hamilton County Police Department will be notified as appropriate so they may investigate the matter.

D. DISCIPLINARY ACTION

Allegations against students, as defined in the Code of Student Conduct, will be decided by the Program Director.

Allegations against Student Organizations will be decided by the departments responsible for the organization. Students registered with CCMS who are found in violation of this policy may have their college recognition withdrawn and/or be subject to disciplinary action.

Faculty and staff will be subject to disciplinary or sanctioning processes by the Dean, Program Director, or other College department or official, as appropriate, in accordance with applicable policies or collective bargaining agreements.

Incidents of Hazing involving others, including non-affiliates, which involve criminal conduct may be addressed through a law enforcement agency. CCMS may take other appropriate actions. Others and non-affiliates include, but are not limited to, alumni, those who serve as advisors to the Student Organizations but are not current CCMS staff or faculty, and non-affiliates of the College.

E. PUBLISHING INCIDENTS OF HAZING

To the extent there is a violation, CCMS will publish findings of Hazing Violations committed by an established or recognized College Student Organization in a Campus Hazing Transparency Report starting on December 23, 2025, for the period beginning July 1, 2025, and updated biannually thereafter.

The report will be published on the CCMS website and include details of the incident, including the name of the organization, the date(s) of the Hazing Violation, and a description of the violation. The report will not include personally identifiable information.

Beginning on October 1, 2025, the College will include statistics about Hazing in its Annual Security Report.

F. RECORDKEEPING

Records related to compliance with this policy must be retained for a period of five calendar years.