

New Castle School of Trades ANTI-HAZING POLICY

ANTI-HAZING POLICY STATEMENT

New Castle School of Trades is committed to maintaining a safe and healthy educational and work environment, free from hazing. New Castle School of Trades, in accordance with Ohio Senate Bill 126 does not permit hazing. Hazing is antithetical to our core values of character, connection, communication, consistency, and competence.

ANTI-HAZING POLICY

All students and employees are expected to comply with this Anti-Hazing Policy and take appropriate measures to create an atmosphere free of harassment. This regulation applies to all members of the New Castle School of Trades community, including faculty, staff, students, volunteers, as well as visitors and other licensees and invitees.

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

DEFINITION

Hazing (Effective as of October 7, 2021): As set forth in Ohio Revised Code section 2903.31, as amended, "hazing" means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue to reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code.

POTENTIAL SANCTIONS FOR VIOLATION OF THE ANTI-HAZING POLICY

Hazing is a serious offense, and therefore, is subject to the full range on sanctions: reprimand, disciplinary probation, suspension, and expulsion.

Hazing as defined, as well as some of the specific acts involved, may also violate local, state, or federal laws or regulations; for example, the use of force (including the threat of force) may subject the perpetrator to criminal charges of simple, felonious, or aggravated assault. Punishment upon conviction or plea will be as the court decides and is independent of any decisions made by the school under this policy.

The victim/s of any hazing may file a civil action against one or more individual perpetrators. Such suits may result in sanctions as the court directs, independent of any decisions made by the school under this policy.

Individuals who participate in hazing or recklessly permit the hazing of another may also face criminal

penalties in accordance with Ohio Revised Code sections [2903.31](#) and [2903.311](#). These penalties are in addition to sanctions imposed by the school under this policy.

PROCEDURES FOR INSTITUTIONAL RESPONSE

The School Director and Director of Education shall coordinate the investigation of all hazing allegations. Additionally, the need for interim measures will be assessed. Every effort will be taken to complete the investigation and determine a resolution in a timely manner.

Sanctions applied to organizations and/or individuals will be imposed in accordance with the severity of the violation and will be determined by the School Director and Director of Education.

REPORTING

Reporting an Incident: Campus safety is our top priority, and we take all reports of misconduct seriously to protect everyone's health and well-being. New Castle School of Trades depends on community members to identify and report behaviors of concern so that the School can provide distressed students and employees with appropriate support services and resources. We are all responsible for campus safety. If you see any concerning or suspicious behavior report it at jmeissner@ncstrades.edu or krose@ncstrades.edu.

New Castle School of Trades is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, the school's ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.