

Russell Sage College Policy for the Prevention of Campus Hazing

Purpose of the Policy

In compliance with applicable federal, state, and local laws, Russell Sage College (“RSC”) is committed to the prevention of and transparency about hazing incidents in its program. RSC is required under section 485(f) of the Higher Education Act, otherwise known as the Jeanne Clery Campus Safety Act (the “Clery Act”) to report campus crime data, support victims of violence, and publicly outline the policies and procedures that have been established to improve campus safety. On December 23, 2024, the Stop Campus Hazing Act (the “Hazing Act”) was signed into law, and amended the Clery Act to include crime reporting requirements and policy implementation related to hazing. In accordance with the Clery Act and Hazing Act, RSC adopts this Russell Sage College Policy for the Prevention of Campus Hazing (the “Hazing Policy”).

This Hazing Policy addresses the following:

- Current RSC policies relating to hazing;
- How to report incidents of hazing;
- The process used to investigate reported incident of hazing;
- Information on applicable New York State law, and other applicable local laws; and
- An overview of prevention and awareness programs related to hazing, which includes a description of research-informed campus-wide prevention programs.

Current Policy on Hazing

In accordance with requirements under the Clery Act, RSC publishes and distributes a public annual security report (the “ASR”) containing campus security policies and procedures as well as campus crime statistics for the preceding three calendar years. Pursuant to additional requirements under the Hazing Act, RSC will include statistics for hazing incidents that were reported to RSC’s Office of Public Safety or local law enforcement. RSC will also compile and prominently publish on its public website a Campus Hazing Transparency Report (“CHTR”) that summarizes findings concerning any student organization found to be in violation of the institution’s standards of conduct related to hazing. The CHTR will include: (1) the name of the student organization; (2) a general description of the violation that resulted in a finding of responsibility; and (3) related dates (the date of the alleged incident, the date an investigation was initiated, the date the investigation concluded with a finding, and the date the institution provided notice to the organization of the finding).

*NOTE: In certain circumstances, allegations of hazing may be appropriately addressed by additional RSC policies. If a complaint of hazing is made that alleges conduct that could constitute Title IX Sexual Harassment as defined under the Title IX Grievance Procedure, the Title IX Grievance Procedure will apply, and this Hazing Policy **DOES NOT** apply. However, if a Title IX Complaint is dismissed, RSC may still choose to investigate the allegations of hazing under this policy, if RSC determines that the alleged conduct may potentially violate this policy.*

What is Hazing?

“**Hazing**” refers to 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) was committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; 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 (such as physical preparation necessary for participation in an athletic team), of physical or psychological injury.

Examples of hazing may include:

- Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
- Causing, coercing, or otherwise including 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;
- An activity against another person that includes criminal violation of local, 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.

The term “**student organization**” means an organization at RSC (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 RSC, whether or not the organization is established or recognized by RSC.

Where can hazing occur?

RSC reserves the right to hold all students responsible for violations of the Hazing Policy, as well as the Student Code of Accountability whether the incident occurs on or off RSC premises, including study abroad locations. Typically, the same process will be followed for on campus or off-campus violations. Evidence confiscated during a campus investigation will be retained by the Office of Public Safety until the conclusion of the student accountability process.

Reporting Hazing

RSC encourages all students and members of the RSC community to report conduct or incidents of hazing.

1. External Reporting Options:

- a. Local law enforcement, such as the Albany Police Department or the Troy Police Department, and/or the New York State Police.

- Albany Police Department
Address: 165 Henry Johnson Blvd., Albany NY 12210
Emergencies: 9-1-1
Non-Emergencies: (518) 438-4000
Website:
<http://www.albanyny.org/Government/Departments/PoliceDepartment.aspx>
- Troy Police Department
Address: Central Station, 55 State Street, Troy NY 12180
Emergencies: 9-1-1
Non-Emergencies: (518) 270-4411
Website: <http://www.troypd.org/Departments/PoliceDepartment/Home.aspx>
- New York State Police, Troop G
General Address: 760 Troy Schenectady Road, Latham, NY 12110
General Phone: (518) 783-3211
Zone 1 – Troy Address: 295 Brickchurch Road, Troy, NY 12180
Zone 1 – Troy Phone: (518) 279-4426
Zone 4 – Albany Address: Concourse, Empire State Plaza, Albany, NY 12242
Zone 4 – Albany Phone: (518) 474-5331

- b. National Anti-Hazing Hotline
888-NOT-HAZE or 888-668-4293

2. Internal Reporting Options:

- a. RSC's Office of Public Safety and/or the University Heights Association.
Main Address: The Armory at Sage, 130 New Scotland Avenue, Albany, NY 12208
Satellite Office: John Paine Building, 1st Floor, Troy, NY 12180
Emergencies: 518-244-3177
Non-Emergencies: 518-244-3177
Website: <https://www.sage.edu/about/offices-centers/public-safety/>
- b. The Office of Student Accountability, Chief Accountability Officer
Grace Giancola
518-244-2008
studentaccountability@sage.edu
nohazing@sage.edu

Reports may also be directed to the Title IX Coordinator, Vice President for Student Life, Athletic Director, coaches, advisors, Deans or other College officials who have responsibilities for student organizations. Employees receiving such reports must share them with RSC's Office of Public Safety, which is responsible for determining whether the alleged behavior must be reported to law enforcement authorities.

Reports may be anonymous. A confidential report of hazing can be submitted online at: [Online Reporting Form](#)

If you believe you have been subjected to hazing, you may file a complaint under this policy or through the Student Code of Accountability to RSC's Student Conduct Administrator. Information on hazing can be found in the RSC Student Code of Accountability at Sections IX and X, available here: <https://www.sage.edu/wp-content/uploads/2025/02/RSC-Code-of-Accountability-2024-2025.pdf>

General information on student conduct and the Student Code of Accountability can be found here: <https://www.sage.edu/student-life/office/code-of-accountability/file-a-report/>

Reports of hazing may be made verbally or in writing.

If you are reporting an emergency, please call Public Safety Immediately at 518-244-3177.

Investigating Allegations of Hazing

RSC will conduct a prompt and thorough investigation that is fair to all parties. An investigation will happen whenever RSC receives a complaint or other notice of alleged acts of hazing. An investigation of any complaint, information, report, or knowledge of suspected hazing will be prompt, thorough, and started and completed as soon as possible. The investigation will be kept confidential to the extent possible. All individuals involved, including those making a claim, witnesses, and alleged harassers deserve a fair and impartial investigation.

RSC faculty members, other employees, and students may be required to cooperate in an investigation of suspected hazing under this Policy as needed. Failure of an RSC faculty member or other employee to cooperate with an investigation under this Policy may lead to disciplinary action, up to and including termination or dismissal from RSC. RSC faculty members, other employees, and students who participate in an investigation will not be retaliated against. RSC will take disciplinary action against anyone engaging in retaliation against employees or students who file complaints, support another's complaint, or participate in harassment investigations.

While the process may vary from case to case, investigations will be done in accordance with the following steps.

1. Intake with RSC's Student Conduct Administrator or Designee
 - When RSC becomes aware that hazing has occurred, the complaint will be referred to the Student Conduct Administrator or designee, as well as the RSC Office of Public Safety.

- The Student Conduct Administrator or designee will contact the complainant, if known, and offer the complainant an opportunity to meet with the Student Conduct Administrator to discuss the complaint.
- The Student Conduct Administrator or designee may issue a temporary order limiting the organization's activities while the investigation is conducted.
- The Student Conduct Administrator will then make an initial assessment regarding the validity of the complaint and information received about the incident.
- If the Student Conduct Administrator finds there is insufficient evidence or information to initiate an investigation, the concern will be dismissed.
- *If the alleged conduct may constitute sexual harassment under Title IX, the Title IX Coordinator will make an initial assessment regarding the alleged conduct and determine whether such conduct falls under the [Title IX Grievance Procedure](#). If the alleged conduct may constitute sexual harassment under Title IX, the Title IX Coordinator will inform the complainant of their right to file a Formal Complaint under the Title IX Grievance Procedure. If a Title IX Formal Complaint is filed, the Title IX Grievance Procedure will apply, and this Hazing Policy procedure DOES NOT apply. However, if the Formal Title IX Complaint is dismissed, RSC may still choose to investigate the alleged hazing under this Policy, if RSC determines that the alleged hazing may potentially violate this Policy.*

2. *Investigation Process*

- The Student Conduct Administrator will discuss the allegations with the complainant and the accused, in separate meetings, and provide the complainant and the accused with equal opportunities to identify witnesses and present evidence supporting their respective positions.
- A notice of interview will be sent to the impacted parties/witnesses/victims.
- The Student Conduct Administrator or designee will interview all impacted parties, and request, review, and preserve all relevant evidence, including but not limited to documents, e-mails, electronic communications, social media posts, and phones records.
- Following the interview of impacted parties, the Student Conduct Administrator or designee will determine if the organization has violated the Student Government Constitution.
- The Student Conduct Administrator or designee will also determine if there is enough information to charge the individual student with a violation of the RSC Student Code of Accountability.

3. *Investigation Report and Findings*

- Create a written report of the investigation which contains the following:
 - i. A list of documents reviewed, along with a detailed summary of relevant documents;
 - ii. A list of names of those interviewed, along with a detailed summary of their statements;

- iii. A timeline of events;
 - iv. A summary of prior relevant incidents, reported or unreported;
 - v. A preponderance of the evidence determination for each allegation of hazing; and
 - vi. The basis for the decision and final resolution of the complaint, together with any corrective actions.
- The Student Conduct Administrator or designee will provide the accused students and/or organization with written notice of the outcome of the investigation, with all relevant findings.
4. *Sanctions*
- In cases where organizations have been involved in conduct that is found to amount to “hazing” under this policy, sanctions may include a loss of privileges, temporary suspension of registration, or termination of registration for that organization.
 - In cases of individual violators, appropriate student conduct action may be imposed as outlined in the RSC Student Code of Accountability, which may include suspension, expulsion, or other restrictions from full participation in the RSC community.
 - Additional details regarding Student Conduct Charges and related actions can be found in the Student Code of Accountability, available at <https://www.sage.edu/wp-content/uploads/2025/02/RSC-Code-of-Accountability-2024-2025.pdf>

New York State Law

Hazing is also prohibited by the criminal laws of New York State. RSC may refer the matter for criminal prosecution depending on the nature and extent of the hazing.

New York State Penal Law addresses hazing as follows:

§120.16 Hazing in the First Degree. A person is guilty of hazing in the first degree when, in the course of another person’s initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct, including but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury. Hazing in the first degree is a class A misdemeanor.

§120.17 Hazing in the Second Degree. A person is guilty of hazing in the second degree when, in the course of another person’s initiation or affiliation with any organization, he intentionally or recklessly engages in conduct, including but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or third person. Hazing in the second degree is a violation.

Individuals and student organizations may also be liable under civil law in the State of New York for the mental and physical harm that results from hazing.

RSC’s Commitment to Education and Prevention of Hazing

Russell Sage College is deeply committed to a student experience that is inclusive, respectful and safe. As such, hazing in any form is prohibited and will not be tolerated. Prevention of hazing is the responsibility of every member of the College community. All students are trained on how to identify and combat hazing and are strongly encouraged to report any incidents of hazing. Students who are part of an athletic team receive additional training before they can compete.

Russell Sage College is a member of the Campus Prevention Network and has been awarded the Seal of Prevention in 2024 and 2025. We have been recognized as an institution of higher education that has taken action to create a safer, more inclusive campus through evidence-based digital prevention education on issues such as sexual assault, alcohol misuse, mental health, relationship abuse, harassment, and discrimination.

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