



Pacific Oaks
— COLLEGE —

Anti-Hazing Policy

Revised Summer 2026

PURPOSE.....	1
SCOPE AND APPLICABILITY	1
RESPONSIBLE AUTHORITY	1
WHAT IS PROHIBITED BY THIS POLICY	1
DISCLOSURES/REPORTING	3
PRIVACY.....	4
FALSE REPORTS	5
INTERIM MEASURES AND ACTIVITY RESTRICTIONS.....	5
STUDENT ORGANIZATIONS WITH A PARALLEL PROCESS.....	6
INCIDENTS THAT MAY VIOLATE ADDITIONAL POLICIES.....	6
PROCEDURES.....	6
FEDERAL AND STATE HAZING DEFINITIONS	12
TRAINING AND PREVENTION	18
CAMPUS RESOURCES	18
MAINTENANCE OF FILES AND RECORDS	19

PURPOSE

The purpose of this Anti-Hazing Policy (“Policy”) is to prohibit hazing in all forms, ensure compliance with the Stop Campus Hazing Act (SCHA) Amendments to the Clery Act, and promote a safe and respectful campus environment. Hazing undermines the integrity of student life, endangers individuals, and is inconsistent with the mission, vision, and values of Pacific Oaks College.

SCOPE AND APPLICABILITY

This policy applies to students, faculty, staff, administrators, trustees, recognized organizations/groups and established groups, and third parties on or off-campus (including online), including visitors, alumni, guests, and the agents, representatives, and employees of suppliers and vendors of the Pacific Oaks College Community (Pacific Oaks College). Any employees alleged to be engaged in a hazing process against students will be referred to appropriate institutional policies and procedures.

Pacific Oaks College’s prohibition on hazing extends to all aspects of its educational programs and activities, including, but not limited to, admissions, employment, academics, and student services.

This policy was written to follow the requirements of all applicable federal and state laws. If this policy is inconsistent with those laws, or the laws change before it has been updated, state and federal law supersede this policy.

If any provision of this policy is found to be invalid, illegal, unconstitutional, or unenforceable, that finding shall not affect or undermine the validity of any other provision.

RESPONSIBLE AUTHORITY

The Dean of Students is designated Pacific Oaks College’s authority with respect to this policy.

Obligations in this policy assigned to a particular title may be also designated as appropriate by Pacific Oaks College, including to external professionals.

WHAT IS PROHIBITED BY THIS POLICY

Hazing: any intentional, knowing, or reckless act, activity, or method committed by a person (whether individually or in concert with other persons) whether through active or passive participation against another person or persons, including current, former, or prospective students regardless of the willingness of such other person or persons to participate or their actual or apparent consent that is committed in the course of a pre-initiation, an initiation into, an affiliation with, or the maintenance of membership in an official or unofficial student organization or club that causes or creates a risk of physical or psychological injury, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization.

Hazing includes, but is not limited to, the following:

- Behaviors that emphasize a power imbalance between new members and veterans of the group or team that involve ridicule, embarrassment and humiliation.
- Behaviors that cause emotional anguish or physical discomfort that puts unnecessary stress upon the victims (e.g., verbal abuse, threats, sleep deprivation, confinement in spaces, exposure to elements, etc.).
- Behaviors that have the potential to cause physical and/or emotional harm (e.g., beating, branding, excessive exercise, forced alcohol/food/drug consumption, extreme physical acts, sexual acts, etc.)
- Behaviors that require someone to perform a task that violates any criminal law.

Retaliation against individuals who report hazing in good faith or who participate in an investigation is strictly prohibited. These individuals will not face disciplinary action for ancillary policy violations that emerge in the investigation, such as alcohol use, unless such actions involved harm to others or reckless endangerment.

DEFINITION OF TERMS

1. *Appeal Officer:* An administrative staff member with no previous role in a complaint will review any appeals to determine outcome.
2. *Charge:* An alleged policy violation. A charge does not assume a student or organization is responsible for policy violations and responsibility will not be determined until the conduct hearings are finished.
3. *Complainant:* an individual (or group of individuals) who is/are alleged to have been subjected to conduct that could constitute a Pacific Oaks College policy violation.
4. *Days:* weekdays when Pacific Oaks College is in normal operation.
5. *Interim Measures:* Interim measures are temporary administrative directives that are intended to ensure the safety of the College and prevent a situation from escalating while the allegations are being investigated. When the alleged actions of a student, student group, or student organization threaten the good order or safety of Pacific Oaks College, interim measures may be put into place.
6. *Party/parties:* Referring to complainant, respondent, or both/all complainant and respondent.
7. *Report:* information provided about possible misconduct and/or violations of Pacific Oaks College policy.
8. *Respondent:* an individual (or group of individuals) who has/have been reported to be the perpetrator of conduct that constitutes a Pacific Oaks College policy violation.
9. *Outcome:* a formal sanction imposed on the Respondent(s) in response to policy violation(s).

10. *Student Organization*: an organization at Pacific Oaks College (such as a club, society, association, or student government) in which two or more of the members are students enrolled at Pacific Oaks College, whether or not the organization is established or recognized by Pacific Oaks College.
- Established: a group created by Pacific Oaks College, which is in existence but does not have to register as a student organization (including but not limited to musical or theatrical ensembles, and academic or administrative units).
 - Recognized: an organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have registered with Pacific Oaks College as a student organization (such as clubs).
 - Unrecognized: a club or organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have not registered, have not had their registration approved, or have had their registration or recognition removed.
11. *Student Standards Committee*: a conduct meeting facilitated by a Resolution Administrator and/or Panel to evaluate responsibility for policy violations.

DISCLOSURES/REPORTING

Any person may disclose hazing to Pacific Oaks College in the following ways:

- Mail: Attn: Dean of Students, 45 W. Eureka Street, Pasadena, CA 91103
- Telephone: 626-529-8498
- Electronic mail: postudentaffairs@pacificoaks.edu
- In person Office of the Dean of Students
- Online: Report an Incident form located at <https://forms.office.com/Pages/ResponsePage.aspx?id=wXL6IAYRXUmqH5LLq5iWBmFqmdKVHclJkGCGqFl23sVUMzk1Mks3NUFHVkfFBREExUEJMNDNFN1dUQi4U>
- Any other means that results in the Dean of Students receiving the person's verbal or written disclosure

The disclosing person does not need to be the harmed person and/or a Complainant.

All disclosures will be reviewed by Pacific Oaks College to identify if the conduct falls within this policy or other related policies.

An individual may pursue a Pacific Oaks College response procedure independently of any off-campus processes, such as reporting to law enforcement or pursuing other non-campus-based civil reporting options. Pacific Oaks College reserves the right to initiate this process even if law enforcement has declined to do so.

Confidential Disclosure Options

Pacific Oaks College will strive to maintain appropriate confidentiality of information. If you choose to submit a confidential report, it may limit the College's ability to fully address certain circumstances. Pacific Oaks College will work to preserve the confidentiality of your concern but may also be required under specific state and federal laws to report certain incidents to outside agencies.

Note: Mental health professionals may be required to disclose information where there is an imminent threat of a person harming themselves or others.

Under California law, health practitioners are required to make a report to local law enforcement if medical services are provided for a physical condition to a patient whom the practitioner knows or reasonably suspects is suffering from (1) a wound or physical injury inflicted by a firearm, or (2) any wound or physical injury the result of assaultive or abusive conduct. Employees may have additional reporting requirements as mandatory child abuse and neglect reporters. Some employees may also have reporting obligations under California law to (1) local law enforcement in cases involving threats of immediate or imminent harm to self or others where disclosure of the information is necessary to prevent the threatened danger, or (2) to the court if compelled by court order or subpoena in a criminal proceeding related to the incident.

Anonymous Reporting

Pacific Oaks College is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, Pacific Oaks College's ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.

PRIVACY

The College will not disclose the identity of any individual involved in a disclosure, report, or resolution process under this policy, consistent with and except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or

to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

FALSE REPORTS

Pacific Oaks College will not tolerate intentional false reporting of incidents. It is a violation of Pacific Oaks College policies to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws. A person will be referred to the appropriate campus process if found to have intentionally made a false report or knowingly submitted falsified materials. Students will be referred the Dean of Students and employees to Human Resources. Note that a finding alone that a Respondent accused is not responsible is not sufficient to make a finding that the person or persons who brought forth a disclosure intentionally filed a false report.

INTERIM MEASURES AND ACTIVITY RESTRICTIONS

If the Dean of Students, or designee, determines that the operations of the Organization and/or the presence of the Respondent(s) creates a clear and substantial risk to persons or property at Pacific Oaks College, they may issue an interim suspension or activity restriction at any point of the process from when a complaint is filed to when the case is resolved. Ordinarily, a case involving an interim suspension will be expedited to resolution as quickly as possible.

The Dean of Students, or designee, may also restrict or modify the activities (i.e.: access to buildings, participation in activities) of the Respondent(s) at any point from when a report is received to when the matter is resolved. Activity restrictions also may be kept in place after an outcome is determined.

Interim suspensions and activity restrictions are operative immediately upon receipt of the notice by the Respondent.

A Complainant always has the right to seek a restraining order or similar no-contact or protective order from the police. Contact the Pasadena Police Department, or your local police for assistance in obtaining protective orders from the police or contact the police directly. Pacific Oaks College will enforce all protective and restraining orders regardless of who issues them. Enforcement of these orders will begin upon notification and receipt of documentation of their existence. Should either party wish to cooperate with local law enforcement in a criminal investigation, they may do so under the guidance of the appropriate legal authority(ies) without fear of penalty by Pacific Oaks College for violating the no contact directive issued by Pacific Oaks College.

STUDENT ORGANIZATIONS WITH A PARALLEL PROCESS

Pacific Oaks College recognizes that some organizations have parallel accountability processes within their organization. Student organizations that become aware of a behavior that may also require Pacific Oaks College responses must act in collaboration with Pacific Oaks College to address the behavior.

Student organizations may not investigate complaints without support and guidance from their sponsoring “headquarters” and Pacific Oaks College staff when an incident requires investigations to be conducted by staff that are trained to manage complaints of a sensitive nature (e.g.: Discrimination, Academic misconduct, Behavior grounded in mental health issues, Illegal drug use, minor violations of the law).

Student organizations can/should address minor incidents within chapter processes (e.g.: Not meeting membership obligations (meetings, dues/fees, participation, attitude, grades, etc.), conflicts between members, irresponsible or unbecoming behavior, integrity issues, etc.).

Organizations may not impede Pacific Oaks College investigations, including by withholding information.

INCIDENTS THAT MAY VIOLATE ADDITIONAL POLICIES

In certain cases, conduct by an individual or group respondent may violate other policies. In those cases, The Dean of Students will select which office or individual has primary responsibility over a matter and how that individual will engage with other responsible offices. Examples include a hazing incident that also includes sexual and interpersonal violence or harassment, which may involve Title IX, Student Handbook policies, and violations of the Acceptable Use Policy. Matters may be consolidated and investigated/adjudicated together at the discretion of Pacific Oaks College.

PROCEDURES

Investigation and Adjudication

An investigation related to reported hazing will be completed by the appropriate Pacific Oaks College office(s) in accordance with their applicable procedures. Based upon the parties involved and the nature of the allegations, these offices may include, but are not limited to, Student Conduct within the Office of Student Life/Dean of Students, the Department/Office of Human Resources, the Office of Institutional Equity, and Public Safety/Police.

Sanctions and Other Consequences

Hazing is a serious offense and, therefore, is subject to the full range of sanctions (reprimand, disciplinary probation, suspension, and expulsion). In addition, other educational activities (i.e.,

community service, participating in an anti-hazing workshop, etc.) or opportunities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents, academic processes, group in which the student is involved, or their governing bodies. Pacific Oaks College has the right to act regardless of the actions of a governing body.

Sanctions for Students

When a student is found to have violated this policy, potential sanctions pursuant to the Student Conduct and Disciplinary Policies published in the Pacific Oaks College Academic Catalog include, but are not limited to, the following:

- Formal reprimand,
- Disciplinary probation,
- Suspension for a period of time,
- Dismissal, and
- Other appropriate educational opportunities or sanctions.

Notice will be provided to the student if a sanction becomes part of their academic transcript (and will be noted in the student's final outcome/determination letter).

Sanctions for Student Organizations

When a student organization is found to have violated this policy, potential sanctions pursuant to the Student Conduct and Disciplinary Policies published in the Pacific Oaks College Academic Catalog include, but are not limited to the following:

- Formal reprimand
- Disciplinary probation,
- Revocation of privilege(s) such as hosting social events, recruitment, new member activities, etc.;
- Suspension for a period of time;
- Permanent loss of recognition by Pacific Oaks College; and
- Other appropriate educational opportunities or sanctions.

Sanctions for Employees

When an employee is found to have violated this policy, corrective actions may be taken pursuant to the (appropriate HR policy, including student employment, applicable collective bargaining agreements, etc.).

Consequences for Alumni, Consultants, and Other Volunteers

When alumni, consultants or volunteers violate this policy, Pacific Oaks College reserves the right to take appropriate action to address the individual's conduct and that of the organization or group.

Law Enforcement and/or Governing Bodies

Violations of this policy may be referred to the appropriate law enforcement or College services, as well as to regional, national, and/or international affiliated offices of student organizations, for additional action and/or prosecution. The College has the right to act regardless of the actions of a governing body or law enforcement. Decisions around culpability and any outcomes or sanctions from law enforcement or governing bodies are independent of any decisions made by Pacific Oaks College under this policy.

Appeals

All parties in a case under this Policy have the right to appeal. The appeal is not meant to re-hear or reargue the same case and is limited to the standards below. Written appeals must meet one or all of the following standards:

- A procedural (or substantive) error occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.);
- To consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or outcome. A summary of this new evidence and its potential impact must be included.
- Outcomes imposed are grossly disproportionate to the violation(s) committed.

Parties may not appeal under the following circumstances:

- Non-attendance at meetings;
- Dissatisfaction with a decision and/or outcome.

Appeals must be submitted in writing to the Vice President of Academic Affairs. The written appeal must state the specific grounds for the appeal and be received within five (5) days from the date of the outcome letter from the conduct hearing.

Appeals will typically be heard by the Vice President of Academic Affairs. A different appeal officer may be appointed in extenuating circumstances. An in-person meeting with the Appellant or other parties will occur only at the discretion of the person reviewing the appeal. The decision of the appeal officer is final.

All outcomes imposed by the original Student Standards Committee will be in effect during an appeal. A request may be made to the Vice President of Academic Affairs, or designee, to delay

implementation of the outcomes until the appeal is decided, but the presumptive stance of the institution is that the outcomes will go into effect immediately.

Graduation, study abroad, internships/externships, etc. do not in and of themselves constitute exigent circumstances and Respondents may not be able to participate in those activities during their appeal. In cases where the appeal results in reinstatement to Pacific Oaks College or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Failure to Comply with Outcomes

Individuals that fail to comply and/or complete the assigned outcomes may be charged and an additional meeting of the Student Standards Committee will be held. A hold may be placed on the party's record until the incomplete sanction and/or failure to comply case is resolved.

In circumstances where a student organization fails to comply with outcomes, the organization may be charged and an additional violation of the Student Conduct and Disciplinary Policies published in the Pacific Oaks College Academic Catalog will be held. A hold may be placed on the organizational record until the incomplete sanction and/or failure to comply case is resolved. The hold may impact ability to receive funding, housing status, or participation in Pacific Oaks College recognized events.

FEDERAL AND STATE HAZING DEFINITIONS

Hazing (per Federal law)

The term 'hazing', for purposes of reporting statistics on hazing incidents is defined as 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—

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. 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 the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
 - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - f. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - g. 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.

Hazing : California State Law

CA Penal Law CHAPTER 9. Assault and Battery [240 - 248]

245.6.

- (a) It shall be unlawful to engage in hazing, as defined in this section.
- (b) "Hazing" means any method of initiation or preinitiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events.

CA Penal Law CHAPTER 9. Assault and Battery [240 - 248]

- (c) A violation of this section that does not result in serious bodily injury is a misdemeanor, punishable by a fine of not less than one hundred dollars (\$100), nor more than five thousand dollars (\$5,000), or imprisonment in the county jail for not more than one year, or both.
- (d) Any person who personally engages in hazing that results in death or serious bodily injury as defined in paragraph (4) of subdivision (f) of Section 243 of the Penal Code, is guilty of either a misdemeanor or a felony, and shall be punished by imprisonment in county jail not exceeding one year, or by imprisonment pursuant to subdivision (h) of Section 1170.
- (e) The person against whom the hazing is directed may commence a civil action for injury or damages. The action may be brought against any participants in the hazing, or any organization to which the student is seeking membership whose agents, directors, trustees, managers, or officers authorized, requested, commanded, participated in, or ratified the hazing.
- (f) Prosecution under this section shall not prohibit prosecution under any other provision of law.

Section 1.

Section 32051 is added to the Education Code, to read:

- (a) For purposes of this section, the following definitions apply:
 - (1) "Hazing" means a method of initiation or preinitiation into a student organization or student body that is likely to cause serious bodily injury to a former, current, or prospective pupil of a school. "Hazing" does not include customary athletic events or school-sanctioned events.

- (2) "School" means a public or private school in the state maintaining kindergarten or any of grades 1 to 12, inclusive.
- (b) On or before July 1, 2025, the department shall make available on the department's internet website both of the following:
 - (1) A model antihazing policy for local educational agencies.
 - (2) Resources on hazing prevention for professional development purposes and for increasing awareness among pupils, school staff, and community members of the dangers of hazing.
- (c) Schools are encouraged to use the resources made available by the department pursuant to paragraph (2) of subdivision (b) for professional development purposes and for increasing awareness among pupils, school staff, and community members of the dangers of hazing.

SEC. 2. Chapter 5.1 (commencing with Section 66305) is added to Part 40 of Division 5 of Title 3 of the Education Code, to read:

Chapter 5.1. Stop Campus Hazing Act

This chapter shall be known, and may be cited, as the Stop Campus Hazing Act.

Unless the context otherwise requires, for purposes of this chapter, the following definitions shall apply:

- (a) "Affiliated" means currently recognized or sanctioned by the educational institution through its official student organization application process. For purposes of this chapter, an organization that had previously been recognized or sanctioned by the educational institution but has subsequently had that recognition or sanction withdrawn or revoked by the educational institution shall not be considered affiliated.
- (b) "Educational institution" means a public or private institution of higher education in the state. The term includes the officers, employees, or governing bodies of the institution, when acting in their official capacity.
- (c) "Hazing" means any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events.

No person shall be subjected to hazing in any program or activity conducted by any educational institution that receives, or benefits from, state financial assistance or enrolls students who receive state student financial aid.

(a) Beginning January 1, 2026, a former, current, or prospective student, against whom hazing is directed and who has suffered injury as a result, may commence a civil action for damages. In addition to bringing an action against any participants in the hazing or the organization pursuant to subdivision (e) of Section 245.6 of the Penal Code, an action may be brought against any educational institution for the hazing practice of the organization involving one or more students if all of the following apply:

(1) The educational institution had direct involvement in the hazing practice of the organization, or knew or should have known of the hazing practice and failed to take reasonable steps to prevent the hazing practice of the organization.

(2) At the time of the alleged hazing incident, the organization involved in the hazing is affiliated with the educational institution.

(3) The alleged hazing incident occurred on or after January 1, 2026.

(b) For purposes of paragraph (1) of subdivision (a), there shall be a rebuttable presumption that an educational institution took reasonable steps to prevent the hazing practice of the organization if the educational institution has all of the following:

(1) (A) Rules and regulations governing student behavior that include a prohibition on hazing, anonymous reporting of hazing incidents, and disciplinary actions for the violation of the hazing prohibition.

(B) Procedures by which all students are informed of the rules and regulations, with applicable penalties, and any revisions to the rules and regulations.

(2) (A) Rules and regulations governing employee behavior that include a prohibition on hazing and disciplinary actions for the violation of the hazing prohibition.

(B) Procedures by which all employees are informed of the rules and regulations, with applicable penalties, and any revisions to the rules and regulations.

(3) (A) A comprehensive prevention and outreach program addressing hazing. The comprehensive prevention program shall include components on identifying hazing, hazing prevention, and bystander intervention strategies. An outreach program shall be provided to inform students of the educational institution's policy on the prohibition of hazing, and, at a minimum, include a process for contacting and informing the student body, athletic programs,

and affiliated student organizations about the educational institution's overall prohibition on hazing policy. For purposes of this paragraph, "comprehensive prevention and outreach program" includes, but is not limited to, providing information to students about all of the following:

- (i) Hazing awareness, prevention, and the educational institution's policy on the prohibition of hazing.
- (ii) Campus policies and resources relating to hazing, including how to report hazing to the appropriate campus personnel, which includes anonymous reporting.
- (iii) A focus on prevention and bystander intervention training as it relates to hazing.

(B) The comprehensive prevention and outreach program to address hazing shall be part of every incoming student's orientation and shall be offered annually to the following campus affiliated organizations:

- (i) Athletic teams.
- (ii) Affiliated sororities and fraternities.
- (c) Notwithstanding the provisions of this section, nothing in this section affects existing rights, obligations, and remedies under Section 245.6 of the Penal Code.
- (d) The duties and obligations imposed by this chapter are cumulative with any other duties or obligations imposed under other law and shall not be construed to relieve any party from any duties or obligations imposed under other law, and do not limit any rights or remedies under existing law.

(a) On or before June 30, 2026, and on or before June 30 of each year thereafter, the Trustees of the California State University, the Regents of the University of California, and each independent institution of higher education that is a "qualifying institution," as defined in subdivision (I) of Section 69432.7, shall report to the appropriate policy committees of the Legislature the number of hazing incidents that constituted a violation of the institution of higher education's policy prohibiting hazing and whether the violation was affiliated with a student organization. The report shall be disaggregated by campus.

(b) Notwithstanding any other requirement of this section, a report required pursuant to this section shall comply with all applicable state and federal privacy laws, including, but not limited to, the federal Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g).

(c) As used in this section, the following definitions apply:

(1) "Hazing" means any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. "Hazing" does not include customary athletic events or school-sanctioned events.

(2) "Student organization" means either of the following:

(A) A conference-based competitive program at the institution of higher education.

(B) A sorority or fraternity that has officially met the formal chartering and recognition requirements at the institution of higher education where it operates and remains in good standing at the time of the alleged hazing incident.

FEDERAL/STATE REPORTING REQUIREMENTS

Campus Hazing Transparency Reports ("CHTR")

Beginning July 1, 2025, Pacific Oaks College will publish in a prominent location on the public website information with respect to hazing incidents where there has been a finding of responsibility against registered or established groups/organizations. This report will be updated at least twice per year if there are additional findings of responsibility to document.

The CHTR will be publicly available on Pacific Oaks College webpage www.pacificoaks.edu

It will include, at a minimum:

- the period from when the Report was last published and ending on the date it is being republished;
- each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including;
- Name of the organization;
- Dates of incidents
- Information and description of the violation

The CHTR may include any additional information determined by Pacific Oaks College as necessary or reported as required by State law. The CHTR will not include Personally Identifiable Information in the report.

Clery Act and Annual Security Report

The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that Pacific Oaks College report the number of incidents of certain crimes that occur within

particular geographic locations (Clery geography). Beginning with the 2026 Annual Security Report, Pacific Oaks College must also include hazing incidents reported to have occurred within Clery geography. The first calendar year that will include hazing statistics is 2025. The Clery Act also requires Pacific Oaks College to issue a warning to the community in certain circumstances.

In the statistical disclosures and warnings to the community, Pacific Oaks College will ensure that a Complainant's name and other identifying information is not disclosed.

The school official in receipt of annual Stop Campus Hazing Act data will refer information to the Dean of Students, when appropriate, for a determination about Clery-related actions, such as disclosing crime statistics or sending campus notifications.

TRAINING AND PREVENTION

In alignment with the prevention and awareness program requirements of the Stop Campus Hazing Act, Pacific Oaks College maintains a commitment to not only address incidents of hazing that occur, but also to educate our campus community about hazing and healthy alternatives to prevent this type of harm.

Our training program is provided to employees and students on an annual basis and is included in the New Student Orientation for new enrollments. Learning outcomes include:

1. Understanding the definition of hazing as defined by the Stop Campus Hazing Act
2. Reporting process for suspected hazing incidents
3. Possible disciplinary outcomes resulting from violators of the Stop Campus Hazing Act

Training is provided by Student Services. To learn more or schedule a training, please contact postudentaffairs@pacificoaks.edu.

All students, faculty, and staff must complete anti-hazing training upon joining the institution and annually thereafter.

Pacific Oaks College will provide ongoing education campaigns, including workshops, speaker events, and social media campaigns throughout the academic year to reinforce anti-hazing policies and encourage a culture of safety.

CAMPUS RESOURCES

1. Dean of Students: Dr. Rosalyn Kempf rkempf@pacificoaks.edu
2. Vice President of Academic Affairs: Dr. Gabe Jones gjones6@pacificoaks.edu
3. Campus Security: 626-529-8432

4. Title IX/Compliance Office: POTitleIX@pacificoaks.edu
5. Counseling and Psychological Services: www.guidanceresources.com Web Identifier: PACIFIC
6. Director of Student Engagement: Martha Hernandez mhernandez2@pacificoaks.edu
7. Local Law Enforcement: 911

MAINTENANCE OF FILES AND RECORDS

The files of individuals (or any student organization) found responsible for violation of Pacific Oaks College Anti-Hazing Policy will normally be retained as a conduct record in the office of the Dean of Students. Records maintained to comply with the Clery Act (including the Stop Campus Hazing Act) will be retained for the time period consistent with Clery Act records.

This policy shall be reviewed annually by Student Services to ensure compliance with applicable federal and state laws and College standards.