



ANTI-HAZING POLICY

Effective: September 16, 2026

PURPOSE:

Dorsey College and Dorsey School of Beauty (Dorsey) are committed to providing a safe and respectful educational environment. Hazing is inconsistent with Dorsey's standards of conduct and is prohibited. This policy is intended to comply with the Jeanne Clery Campus Safety Act, as amended by the Stop Campus Hazing Act, and applicable Michigan law.

POLICY:

Dorsey prohibits hazing by students, employees, volunteers, and other persons acting individually or in concert in connection with a Dorsey student organization. Hazing is prohibited whether it occurs on or off Dorsey property and regardless of whether an individual agrees or consents to participate.

DEFINITION OF HAZING:

For purposes of this policy and federal crime-statistics reporting, hazing means an intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against another person or persons, regardless of their willingness to participate, when the conduct:

1. is committed in the course of initiation into, affiliation with, or maintaining membership in a student organization; and
2. causes or creates a risk of physical or psychological injury above the reasonable risks encountered in the course of participation in Dorsey or the student organization.

Hazing may include, but is not limited to:

- whipping, beating, striking, electronic shocking, placing a harmful substance on a person's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activity;
- causing, coercing, or inducing a person to consume food, liquids, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing a person to perform sexual acts;
- threatening or intimidating conduct that places another person in reasonable fear of bodily harm;
- humiliating or degrading activities that create a risk of psychological harm; or
- committing a criminal violation of local, state, Tribal, or federal law against another person; or inducing, causing, or requiring another person to perform a duty or task that involves such a criminal violation.

An activity may constitute hazing even when described as voluntary, traditional, team building, an initiation, or a condition of membership.

STUDENT ORGANIZATIONS:

For purposes of federal hazing requirements, a student organization means an organization at Dorsey in which two or more members are Dorsey students, regardless of whether the organization is formally established or recognized by the institutions.

As of this policy's effective date, Dorsey's established or recognized student organization is the Student Ambassador program.

All student organizations are subject to this policy, whether or not formally established or recognized by Dorsey. Regulatory Affairs will maintain a current inventory of organizations established or recognized by Dorsey for Campus Hazing Transparency Report purposes.

REPORTING HAZING:

Students and other community members are encouraged to promptly report actual or suspected hazing. Employees who become aware of conduct that may reasonably constitute hazing must promptly report it. Reports may be made to:

- a Campus Managing Director or other campus administrator;
- grievance@dorsey.edu; or
- Dorsey's designated anonymous reporting process.

A report may be made anonymously. Anonymous reporting and requests for confidentiality may limit Dorsey's ability to investigate or respond, but Dorsey will review all information received.

If conduct presents an immediate threat to health or safety, individuals should call 911 or appropriate local emergency services.

Individuals may also report suspected criminal conduct directly to law enforcement. A report to law enforcement does not replace the obligation of an employee to report the information to Dorsey under this policy.

INVESTIGATION AND RESOLUTION:

Dorsey will promptly conduct an initial assessment of each report. If the reported facts, if true, could constitute hazing or another policy violation, Dorsey will initiate an investigation under the applicable student or employee conduct process. Investigations will be conducted by an impartial decision-maker and may include interviews and review of documents, communications, photographs, videos, electronic information, or other relevant evidence.

Individuals or organizations accused of hazing will receive notice of the allegations and a meaningful opportunity to respond. Dorsey will determine whether a violation occurred using the preponderance of the evidence standard, meaning that it is more likely than not that the prohibited conduct occurred, and will provide written notice of the outcome and any available review or appeal process under the applicable conduct policy.

Dorsey may implement appropriate interim measures when reasonably necessary to protect students, employees, or others while a matter is being reviewed.

DISCIPLINARY ACTION

A violation of this policy may result in disciplinary action consistent with applicable Dorsey policies.

For students, disciplinary action may include warning, probation, restriction from activities, suspension, or dismissal.

For employees, disciplinary action may include corrective action up to and including termination of employment.

A recognized student organization found responsible for hazing may be subject to restrictions, suspension of activities, loss of recognition, or other appropriate sanctions.

Conduct may also be referred to law enforcement when appropriate.

RETALIATION

Dorsey prohibits retaliation against an individual for:

- reporting suspected hazing based on a good-faith or reasonable belief;
- assisting another person in making a report;
- participating in an investigation;
- providing information regarding possible hazing; or

- refusing to participate in hazing.

Retaliation may result in separate disciplinary action. Knowingly making a materially false statement is not protected activity; however, a report is protected even if it is not substantiated, provided it was not knowingly false.

HAZING PREVENTION AND AWARENESS:

Dorsey will maintain research-informed, campus-wide hazing prevention and awareness programs designed to reach students, staff, and faculty and to stop hazing before it occurs.

Dorsey's prevention and awareness programs will include, at minimum:

- this policy; how to report hazing; Dorsey's investigation process; and information on applicable local, state, and Tribal hazing laws;
- primary prevention strategies intended to stop hazing before it occurs;
- campus-wide communications and education for students, staff, and faculty;
- skill building for bystander intervention, information about ethical leadership, and strategies for building group cohesion without hazing; and
- specific anti-hazing information provided to Student Ambassadors as part of their orientation or training.

Dorsey will describe its hazing prevention and awareness efforts in its Annual Security Report as required by federal law.

MICHIGAN LAW:

Michigan law, known as Garret's Law, prohibits hazing at educational institutions. Under Michigan Compiled Laws § 750.411t, a person who attends, is employed by, or volunteers at an educational institution may not engage in or participate in hazing.

For purposes of Michigan law, hazing means an intentional, knowing, or reckless act, committed alone or with others, directed against an individual that the person knew or should have known endangers the individual's physical health or safety, when done for the purpose of pledging, initiation, affiliation, participation, holding office in, or maintaining membership in an organization whose members are primarily students at an educational institution.

Consent or acquiescence by the individual subjected to hazing is not a defense under Michigan law. The statute does not apply to the individual who is the subject of the hazing or to normal and customary activity in an athletic, physical education, military training, or similar program sanctioned by the educational institution. Hazing may result in criminal penalties that increase when the conduct results in physical injury, serious impairment of a body function, or death, in addition to penalties for other criminal offenses arising from the same conduct.

CLERY ACT REPORTING:

Dorsey will collect and report hazing statistics as required by the Jeanne Clery Campus Safety Act.

For purposes of Clery Act crime statistics, Dorsey will use the federal definition of hazing and applicable Clery geography requirements.

The reporting of an incident as a Clery hazing statistic is separate from Dorsey's determination of whether an individual or organization violated this policy.

Dorsey's Annual Security Report will include the hazing-related policies, reporting and investigation procedures, information on applicable local, state, and Tribal hazing laws, a description of Dorsey's research-informed campus-wide prevention programs, and the required crime statistics. The Annual Security Report issued by October 1, 2026, will include 2025 hazing statistics, and subsequent reports will include statistics for the three most recent calendar years for which data are available.

CAMPUS HAZING TRANSPARENCY REPORT:

The Campus Hazing Transparency Report requirement applies to student organizations established or recognized by Dorsey. For this report only, the federal definition of campus does not limit the location of conduct considered. As of this policy's effective date, Dorsey's established or recognized student organization is the Student Ambassador program.

If Dorsey finds that an established or recognized student organization violated Dorsey's hazing standards, Dorsey will publish the Campus Hazing Transparency Report in a prominent location on its public website. For each finding, the report will identify the organization; generally describe the violation, including whether alcohol or drugs were abused or illegally used; state Dorsey's findings and organizational sanctions, if any; and list the dates on which the incident was alleged to have occurred, the investigation began, the investigation ended with a finding, and Dorsey notified the organization. The webpage will also include Dorsey's hazing policy and applicable local, state, and Tribal laws, plus a statement and link directing the public to hazing statistics in the Annual Security Report. The report will not include personally identifiable information about an individual student.

Dorsey is not required to develop the Campus Hazing Transparency Report until it has a finding of a hazing violation involving an established or recognized student organization. After the first finding, Dorsey will update the report at least twice each year for any reporting period in which a new finding is issued; no update is required for a period with no new finding. Each update will remain publicly available for five calendar years from its publication date.

RELATIONSHIP TO OTHER DORSEY POLICIES:

Conduct that does not meet the definition of hazing may nevertheless violate other Dorsey policies.

For example, bullying, harassment, threats, violence, discrimination, sexual misconduct, alcohol or drug violations, or other inappropriate student conduct may be addressed under the applicable Dorsey policy even when the conduct is not associated with membership in a student organization and therefore does not constitute hazing.

ADMINISTRATION:

The Regulatory Affairs Department is responsible for coordinating Dorsey's compliance with applicable federal, state, local, and Tribal hazing requirements; maintaining the inventory of established or recognized student organizations; collecting required transparency-report data and relevant dates from investigating offices; reviewing this policy for changes in law or guidance; and coordinating the required prevention and awareness program.

The Financial Aid Department is responsible for incorporating required hazing policies, program descriptions, applicable-law information, and statistics into Dorsey's Annual Security Report and other applicable federal consumer-information disclosures.

The Marketing Department is responsible for posting and maintaining the current Anti-Hazing Policy and, when required, the Campus Hazing Transparency Report in a prominent location on Dorsey's public website, including required links and five-year retention of report updates.

Regulatory Affairs will coordinate the annual distribution of the Anti-Hazing Policy and related prevention and awareness information to students and employees and will maintain documentation of that distribution.

Revision History: New policy adopted to implement the Stop Campus Hazing Act. requirements effective June 23, 2025.