

APPENDIX I: Anti-Hazing Policy

If you need help or support, contact:

- Head of College, Professor Don Markwell AM
- Dean, Mr Stuart Meldrum
- Director of Wellbeing, Ms Sally Cassidy
- Director of Learning, Dr Katrina Stats

Definition

Hazing is any conduct that subjects another person to humiliation, degradation, abuse, intimidation, harassment, or endangerment of mental or physical health or safety *regardless of the person's willingness or apparent willingness to participate.*

Statement of Policy

As a values-based community which is committed to a culture of safety, respect, and dignity for all, St Mark's prohibits acts of hazing by any groups and individuals, including Old Collegians and staff.

Apathy or acquiescence in the presence of hazing are not neutral acts but violations of the Anti-Hazing Policy.

Accountability

Hazing is prohibited and any member of the College failing to comply with this policy will be subject to consequences through the College's *Behaviour Management Policy* or other process, and may be subject to consequences through their university.

Individuals who participate in acts of hazing are personally accountable under the College's *Student Code of Conduct* and the *Anti-Hazing Policy*.

Reporting Hazing

Every member of the College has a responsibility to report any inappropriate behaviour or concerns about activities.

To encourage reporting, students who report possible hazing activity and who cooperate as witnesses in an investigation or behaviour management process will not be subject to College sanctions for their own conduct, unless the reporting students' conduct contributed to causing harm.

Make a formal complaint to the College

A formal complaint is a request by a College member to formally investigate a potential breach of the *Anti-Hazing Policy* or *Student Code of Conduct*. Any College member who believes that a policy has been breached can make a formal complaint to the College. To do so, you should contact the Dean or the Head of College.

Make an informal report to the College

An informal report is a request to College by a College member to informally investigate a potential breach of this policy or the *Student Code of Conduct*. It is a chance for you to

discuss what happened and look at options for restoring your and/or others' sense of safety, respect, dignity, and fairness, and to review the reported behaviours. Any College member who believes a policy has been breached can make a report to the Head of College, the Dean, an Assistant Dean, the Director of Wellbeing, or the Director of Learning.

Make an anonymous report to the College

Incidents of hazing can be reported anonymously to the Head of College, the Dean, the Director of Wellbeing, or the Director of Learning.

Behaviour Management Policy

The College will not tolerate hazing. Any student found to have engaged in hazing will be considered in serious breach of the *Student Code of Conduct* and experience consequences in line with the College *Behaviour Management Policy*.

How do I know if an activity involves hazing?

When evaluating if an activity involves hazing, use the following questions as a guide. A negative response to a question may indicate hazing and the activity should be changed if necessary.

1. Does the activity uphold and promote the purpose, goals, and values of the College?
2. Is this activity safe?
3. Is this activity consistent with respect and dignity for all, and genuine inclusiveness?
4. Will this activity increase respect for the group and current members?
5. Is it an activity in which new and current students participate equally together?
6. Does the activity have value in and of itself?
7. Would you be able to defend the activity in a court of law?
8. Would you be willing to allow family members to witness this activity? The Board Chair? The Head of College? The Vice-Chancellor? Prospective future employers?
9. Would this behaviour reflect well on participants if it appeared in the media?
10. Am I asked to keep these activities secret?

Examples of hazing

The College's *Student Code of Conduct* or other policies prohibit many activities that may be associated with hazing, such as alcohol use in breach of liquor licensing laws or Responsible Service of Alcohol, vandalism, theft, verbal or physical abuse or threat of harm or similar conduct, sexual harassment, and other forms of harassment. In addition to those activities and conduct expressly prohibited, examples of prohibited individual/group activities that may constitute hazing include but are not limited to the following:

- Activities that interfere with academic work;
- A new member activity in which current students do not participate (excluding those expressly organised for new students in Welcome Week that have been approved by the College). In any given activity, there should be both new and returning members participating in the same manner (i.e., not watching new members clean, dance, etc.);

- Mandatory workouts – while working out may be “healthy,” there are risks associated with making someone work out. This does not apply to formal sports trainings;
- Requiring new members to wear costumes or the same identifiable clothing, or perform embarrassing activities;
- Encouraging the use of alcohol or other drugs;
- Forced consumption of alcohol or other substances;
- Engaging in or simulating sexual acts and the showing of pornography;
- Throwing substances or objects at individuals;
- Blindfolding, or nudity;
- Stealing of any kind, or damage to or misuse of property belonging to others;
- Forcing a student to do something they do not feel comfortable doing (e.g., getting into the pond).

Passive participation in hazing may include:

- Witnessing hazing taking place either in a group or individually;
- Participating in or being present in person or via technology in discussions where hazing is planned.

Retaliation or victimisation

An individual reporting hazing is entitled to protection from any form of retaliation or victimisation following a report that is made in good faith, even if the report is later not substantiated based on the available evidence.

The College seeks to protect any member of the College community from retaliation or victimisation, which is a form of serious misconduct which may itself result in a disciplinary process.

The College will regard as victimisation any instance where a person is subjected to detrimental treatment because they have, in good faith made a report of hazing or possible hazing; or indicated an intention to make such a report; or assisted or supported another person in bringing forward a report; or participated in an investigation of a report; or it is suspected that they have done or may do any of the above.

If you feel that you are experiencing retaliation or victimisation of any kind, or that you need further support during the reporting process, contact the Dean and/or the Head of College.

Policy last updated: January 2024

Policy authorised by: Head of College

Date to be reviewed: January 2025