



Policy & Procedure

Anti-Hazing Policy

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ANTI-HAZING POLICY

POLICY

Prism Career Institute prohibits hazing in any form. Hazing is prohibited whether it occurs on or off Prism property and whether the conduct involves a formally recognized student organization, an informal student group, or another group or activity involving Prism students. Participation in or consent to hazing does not excuse or justify the conduct.

PURPOSE

This policy establishes Prism Career Institute's prohibition against hazing, defines prohibited conduct, identifies reporting and response procedures, and supports compliance with applicable federal and state anti-hazing requirements.

DEFINITION OF HAZING

For purposes of this policy, hazing means any intentional, knowing, or reckless act committed by a person, whether individually or with others, against another person or persons, regardless of willingness to participate, in connection with initiation into, affiliation with, or maintenance of membership in a student organization or group, when the act causes or creates a risk, above the reasonable risk encountered in the course of participation in Prism or the organization, of physical or psychological injury.

Examples may include, depending on the circumstances:

- Forced or coerced consumption of alcohol, drugs, food, liquids, or other substances.
- Physical abuse or dangerous physical activity.
- Sleep deprivation or exposure to conditions creating a risk of injury.
- Degrading, humiliating, intimidating, or abusive conduct creating a risk of physical or psychological injury.
- Coercing a person to engage in criminal conduct.
- Other initiation, affiliation, or membership activities that create a prohibited risk of physical or psychological harm.



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STUDENT ORGANIZATIONS AND GROUPS

For federal Clery purposes, a student organization includes an organization in which two or more members are Prism students, whether or not the organization is formally established or recognized by Prism. Prism Career Institute currently does not sponsor or recognize student clubs, athletic teams, fraternities, sororities, or similar student organizations. This policy nevertheless applies to hazing involving Prism students or student groups.

PROCEDURE

1. Reporting Hazing. Students, employees, or other individuals who become aware of suspected hazing should promptly report the conduct to the Campus Director. A report may also be made to another Prism official, who will forward the information to the Campus Director or other appropriate institutional official. Individuals may also report suspected criminal conduct directly to local law enforcement. In an emergency, call 911.

2. Review and Investigation. The Campus Director will review the report and coordinate or assign any necessary investigation, consulting appropriate institutional leadership as needed. Prism will determine the appropriate institutional response based on the facts and applicable policy.

3. Student and Employee Conduct. Student conduct will be addressed under Prism's Student Code of Conduct and other applicable institutional policies. Employee conduct will be addressed under applicable employee policies. Prism may refer suspected criminal conduct to law enforcement when appropriate.

4. Sanctions. A student found responsible for hazing may be subject to disciplinary action under Prism's Student Code of Conduct, up to and including dismissal from the Institute. An employee found responsible for hazing may be subject to disciplinary action under applicable employee policies, up to and including termination. Institutional sanctions are separate from any criminal or civil consequences that may apply.

5. Prevention and Awareness. Prism provides hazing prevention and awareness information to students and employees as part of its campus-safety communications. Information may address recognizing hazing, reporting suspected hazing, bystander intervention, ethical leadership, alternatives to hazing for building group cohesion, and the physical, psychological, disciplinary, and legal consequences of hazing.

6. Public Information and Transparency. Prism will make this policy publicly available. When required by federal law, Prism will publish and update a Campus Hazing Transparency Report identifying qualifying student-organization hazing violations. If Prism has no qualifying finding, a report is not created solely to state that no violations occurred.

APPLICABLE LAW

Prism applies this policy consistent with applicable federal and state law, including the federal Jeanne Clery Campus Safety Act, as amended by the Stop Campus Hazing Act; the Pennsylvania Timothy J. Piazza Antihazing Law, 18 Pa.C.S. Chapter 28; and applicable New Jersey anti-hazing law.

ADMINISTRATIVE INFORMATION

Date Approved: 09/01/2026

Date Reviewed/Revised: N/A

Effective Date: 09/15/2026



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Applies To: All Prism Career Institute campuses, students, employees, and student groups

Responsible Office: Operations