



Gillette
College

Campus Hazing Transparency Report

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Introduction

In accordance with the Stop Campus Hazing Act (Public Law 118-173), this report provides a summary of all substantiated hazing incidents involving student organizations, teams, or groups that were investigated and adjudicated through formal College proceedings. This report is intended to promote transparency, accountability, and student safety and is updated semiannually.

For each substantiated hazing incident, this report will list the following information:

- The name of the student organization, team, or group;
- The date the investigation was initiated;
- The date on which the investigation ended with a finding that a violation occurred;
- A description of the incident(s), including the date of the initial violation, and the violations, findings, and sanctions placed on the student organization, team, or group;
- Details of the sanction(s) imposed, including the beginning and end dates of the sanction(s); and
- The date that the student organization, team, or group was charged with a violation.

Definitions

The Stop Campus Hazing Act has identified the following definitions, which Gillette College has adopted for the purpose of this report:

Hazing

Embarrassing, harassing, or ridiculing behavior(s) that cause emotional, mental, or physical harm, or that destroys, damages, or removes public or private property, and is committed for the purpose of initiation, admission into, affiliation with, advancement within, or general member participation in a group, organization, team, social or academic program, regardless as to whether or not the actions are sanctioned or approved by the organization, and regardless of the hazed person's willingness to participate.

Student Clubs and Organizations

The designation given to all student groups who have completed the registration requirements to be classified and formally registered with the College per policy 5000.4 Student Governance and Organizations.

Alcohol

Violation of the college's Alcohol and Drug-Free College policy. Alcohol is prohibited in campus housing and under most circumstances on campus. See the Alcohol and Drug Free College policy.

Apathy and/or Deference

Failure to report or intervene when witnessing conduct that creates a risk of harm or results in serious harm to others. Acts of passivity, willful ignorance, or deferring judgment are not neutral responses and contribute to the harm caused.

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Bullying

Engaging in repeated and/or severe, aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally, that is not speech or conduct otherwise protected by the First Amendment.

Damage and/or Destruction

Damage to or destruction of College property or the property of another. This includes making a mess that requires professional cleaning to remove.

Disruption and/or Interference

Engaging in behavior that could reasonably be foreseen to cause, or that causes, the disruption of or interference with: The investigation and/or adjudication of alleged misconduct; The process of instruction, research, service, administration, or any other College operation, including College Sponsored Activities; The rights of others to sleep, study, and/or freely participate in College programs or services; An environment conducive to learning, or; Freedom of movement on College Premises, either pedestrian or vehicular.

Illegal Substance

Use, possession, or distribution of illegal drugs or other state or federally-controlled substances or drug paraphernalia. Fearing judgment are not neutral responses and contribute to the harm caused.

Interfering with Active Bystander

Intentionally interfering with, intimidating, threatening, harassing, or retaliating against others for engaging in bystander intervention to prevent or report potential harm, violence, or sexual misconduct.

Interfering with the Conduct Process

Interfering with conduct procedures or outcomes, including, but not limited to: falsifying, distorting, or misrepresenting information; knowingly filing complaints without good cause; harassing or intimidating Conduct Officers, Conduct Hearing participants, or College personnel before, during, or after proceedings; violating interim measures; and failing to comply with sanctions imposed by the Vice President of Academic and Student Affairs, their designee, or Conduct Officer.

Failure to Comply

Failure to comply with any reasonable directives from College Officials in the performance of their duties. This includes but is not limited to, failures to present identification when requested, report to an administrative office, adhere to no-contact directives and/or interim actions, remove oneself from College Premises, comply with an adaptable resolution agreement, complete conduct outcomes and/or sanctions, and cease and desist.

Falsification and/or Fraud

Knowingly providing/presenting, creating, or possessing falsified or forged material, records, or documents; Intentional misrepresentation of fact to obtain or induce another to surrender a right, benefit, or property; Falsely presenting oneself as a college or public official; Intentionally initiating any false report or providing false or misleading information during a resolution process; Providing false or misleading information to a person acting in their capacity as a College or public official.

Harrassment

Engaging in behavior, directed toward a specific individual(s), that is sufficiently severe, pervasive, or persistent and objectively offensive to a degree that it interferes with a reasonable person's ability to work, learn, or live, or to participate in or benefit from the services, activities, or privileges provided by the College.

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Physical Violence or Abuse

Inflicting bodily harm upon or using physical force against any person or animal regardless of intent. Includes but is not limited to assault, fighting, restraining someone against their will, or unwanted physical contact, such as shoving, spitting, smacking, or grabbing.

Retaliation

Retaliation includes any adverse action taken toward a person who is, or is perceived to be, engaged in a report, an investigation, or College or legal proceeding— either because they participated in the process or to prevent them from participating. Adverse action does not include minor annoyances or petty slights. For example, giving angry looks, declining to socialize, or making justified negative comments would not typically count as retaliation.

Safety Hazard

Any action or behavior that creates a health and/or safety hazard.

Threatening Behaviors

Any direct or implied conduct—whether physical, written, or verbal—that causes reasonable fear of physical harm to persons or property, or was intended to cause such fear. This applies regardless of whether the student has the actual intention or ability to carry out the threatened action(s), or whether the threat is made in the present, conditionally, or for the future.

Addressing Hazing Allegations

Gillette College is committed to maintaining an environment free from harassment, discrimination, intimidation, and hazing. Hazing undermines our community values, threatens student safety, and is prohibited in all forms.

Reporting Hazing

Anyone with knowledge of a potential or suspected incident of hazing is strongly encouraged to make a report. While reports can be made anonymously, the College is often better positioned to take action when key details are present in the report, including (but not limited to): a detailed description of the incident(s), names of individuals involved, and names of impacted parties. Hazing incidents may be reported in a number of different ways:

- Campus Security. Hazing may be reported to Campus Security by calling 307-681-6336, or visiting the Campus Risk Manager in TEC, Room 200B.
- Dean of Student Affairs. Hazing may be reported to the Dean of Student Affairs by calling 307-681-6082, or visiting the Dean of Student Affairs Office in the Main Building, Room 102.
- Email. Hazing may be reported to the Office of Community Standards by emailing communitystandards@gillettecollege.org.

All reports will be taken seriously, and confidentiality will be protected to the extent possible during the investigation process. Should the College determine that a hazing incident has occurred, the College may be legally required to disclose certain information about the incident and make that disclosure publicly available.

Investigation & Adjudication Process

Hazing is a violation of the Student Code of Conduct. The student conduct process is managed by the Vice President of Academic and Student Affairs (VPASA) Office. Upon receipt of a report of potential or suspected hazing, the VPASA or designee will review the report, meet with the reporting party(ies), and will determine the appropriate course of action, depending on the individuals involved. When reports involve potential violations of multiple policies (e.g., Title IX, discrimination, or civil rights), the VPASA or designee will coordinate with the Title IX Coordinator and/or Human Resources to ensure appropriate and legally compliant handling of the case.

If the reported conduct falls exclusively within the scope of the Student Code of Conduct, the case will be investigated and adjudicated under the Formal Resolution process outlined in the Student Code of Conduct.

At the conclusion of the investigation, the VPASA (or designee) will determine, using the preponderance of the evidence standard, whether the responding organization, team, or group is responsible for a violation of College policy(ies). If a finding of responsibility is determined, sanctions will be issued.

Sanctions for Hazing Violations

Possible sanctions for substantiated reports of hazing include, but are not limited to:

- Behavioral Requirement
- College Dismissal
- College Housing Probation
- College Housing Reassignment

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- College Housing Removal
- College Probation
- College Suspension
- Community/College Service Requirements
- Deferred Housing Removal
- Educational Program
- Eligibility Restriction
- Loss of Privileges
- Loss of Recognized Status of Student Organization
- Restitution
- Restriction from Location/Trespass
- Warning

Hazing Prevention and Education

Gillette College offers hazing prevention training to all athletic teams and student organizations and their advisors. Additional national resources on hazing prevention can be found below. Gillette College does not review, contribute to, or formally endorse/not endorse any content found on the external websites below.

- [Anti-Hazing Coalition](https://www.antihazingcoalition.org/)
 - <https://www.antihazingcoalition.org/>
- [Clery Center](https://www.clerycenter.org/hazing):
 - <https://www.clerycenter.org/hazing>
- [Hazing Prevention Network](https://hazingpreventionnetwork.org/):
 - <https://hazingpreventionnetwork.org/>
- [StopHazing](https://stophazing.org/):
 - <https://stophazing.org/>
- [University of Virginia Gordie Center](https://gordie.studenthealth.virginia.edu/):
 - <https://gordie.studenthealth.virginia.edu/>
- [With Us Center](https://www.withus.org/):
 - <https://www.withus.org/>

How Gillette College Reports Incidents

In accordance with the Stop Campus Hazing Act and the Clery Act, reported hazing incidents are included in the College's Daily Crime Log, which provides a daily record of reported criminal activity occurring on campus or campus-adjacent property. Aggregated hazing statistics are also incorporated into the College's Annual Security Report, which presents campus crime data, prevention efforts, and institutional policies on an annual basis.

Gillette College also publishes this Campus Hazing Transparency Report, in accordance with applicable federal laws. Per the Stop Campus Hazing Act, institutions of higher education must begin collecting information regarding hazing incidents and violations on July 1, 2025. The incidents listed in this report represent all incidents which have occurred on or after that date. This report is updated with new incidents (or a note indicating there are no new incidents to report) twice per year—once in June, and once in December. The first Annual Security Report to include hazing data will be the 2025 report, which is set to be published in October 2026.

Additional Campus Resources

- CARE (Campus Assessment Response and Evaluation) Team: The CARE Team supports students in distress and connects them to campus and community resources. CARE reports can be submitted through the [NWCCD Hub](https://www.nwccd.edu/hub/).
 - <https://www.sheridan.edu/hub/>
- Gillette College Counseling Services (GCCS): Gillette College offers free, confidential counseling to all students. Contact GCCS in person in the Main Building Room 130A, by phone at 307-681-6080. Walk-in appointments are welcome!
- Title IX Coordinator: Anyone on campus who experiences or witnesses discrimination, harassment, or sexual misconduct, report it to the Title IX Coordinator immediately by emailing titleix@sheridan.edu. If violence is witnessed or suspected, call 911 immediately.

Substantiated Incidents

Gillette College is committed to maintaining an environment free from harassment, discrimination, intimidation, and hazing. Hazing undermines our community values, threatens student safety, and is prohibited in all forms.

 **Academic Year 2025-2026
(July 1, 2025 - June 30, 2026)**

As of December 1, 2025, no substantiated incidents of hazing took place at Gillette College. This report will be updated again on or after June 30, 2026.

As of June 30, 2026, no substantiated incidents of hazing took place at Gillette College. This report will be updated again on or after December 1, 2026.

