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Anti-Hazing Policy

Purpose

To establish Metro Beauty Academy Anti-Hazing Policy; identify how the policy will be enforced, comply with state and federal law, and provide guidance for reporting violations to the policy.

Policy Statement

Metro Beauty Academy does not tolerate hazing. Organizations or individuals found responsible for Hazing under this policy may be subject to disciplinary action and may face criminal charges under state law and federal law, including the Timothy J. Piazza Anti hazing Law 18.pa C.S. 2801

Prohibited Conduct

Hazing is prohibited. Hazing occurs when (a) a person or (b) an organization

1. Intentionally, knowingly, or recklessly, for the purpose of initiating, admitting for membership causes or forces a student to violate Federal, State law.
2. Engages in Hazing as that term is defined by Federal law, or
3. Engages in Hazing, Aggravated Hazing, or Organizational Hazing, as those terms are defined by State law.

Federal law definition of Hazing (Stop Campus Hazing Act)

Hazing: Any intentional, knowing, or reckless act committed by a person against another person regardless of the willingness to participate, that

1. In the course of an initiation or maintenance of membership in an organization.
2. Causes a greater risk, above a reasonable risk encountered in the course of participation in the organization or physical or psychological injury.

State Law definition of Hazing (Timothy J. Piazza Anti-hazing Law)

Hazing: A person who commits the offense of hazing if the person intentionally, knowingly, or recklessly, for the purpose of initiating, admitting or affiliating a student into an organization causes, coerces, or forces a student to do any of the following:

1. Violate federal, state, or local law.
2. Consume any food, liquid, alcoholic liquid, drugs or other substances which subject the student to risk of emotional or physical harm.
3. Endure brutality of a physical nature
4. Endure brutality of a mental nature
5. Endure brutality of a sexual nature
6. Endure any other activity that creates a reasonable likelihood of bodily injury to the student.

Policy definitions

Student: For the purpose of this policy only, a person who attends or has applied to attend or has been admitted to Metro Beauty Academy.

Organization (sponsored or recognized): For the purpose of this policy only, an organization (sponsored or recognized) shall mean any organization operating under the sanction of or recognized as an organization by Metro Beauty Academy, including but not limited to the following:

1. Registered student organization
2. Any sports team recognized by Metro Beauty Academy
3. Band, choral or other music organizations recognized by Metro Beauty Academy

Reporting Violations of this Policy

Metro Beauty Academy strongly encourages all members of the campus community who believe they have witnessed, experienced, or are aware of conduct that constitutes hazing to report that conduct to;

Assistant Director Anthony Marasa

amarasa@metrobeautyacademy.com

610-398-6227 x322

Enforcement

Allegations of hazing reported to Metro Beauty Academy will be investigated by the Assistant Director. If violations have occurred and are found, individuals and/or organizations will be held accountable.

Violations may result in disciplinary action for individuals and/or organizations which can include, but are not limited to-

1. Written warnings
2. Probation
3. Fines
4. Loss of recognition of the organization
5. Suspension
6. Expulsion

Such penalties shall be in addition to any other penalties imposed for violating state criminal law.

Metro Beauty Academy Hazing Transparency Report

Metro Beauty Academy will maintain a report of all findings of violations of the anti-hazing policy or Federal, State laws for five (5) previous consecutive years related to hazing that are reported to Metro Beauty Academy.

The report will be updated biannually on January 1 and August 1. The report can be found on the Metro Beauty Academy website (<https://www.metrobeautyacademy.edu/>)