BET MIDRASH OHEL TORAH

ANTI-HAZING POLICY

Bet Midrash Ohel Torah is committed to fostering a safe, respectful, and inclusive campus environment where all students can thrive. Hazing in any form is strictly prohibited, as it undermines the values of dignity, integrity, and mutual respect that define the institution. This policy defines hazing, outlines the institution's stance on hazing, discusses prevention and awareness initiatives, and sets forth the procedures for reporting and addressing violations. The goal is to ensure that all student experiences are positive and free from intimidation, coercion or harm.

Definitions

Hazing: The term *"hazing"*, for institutional purposes and for reporting statistics on hazing incidents, means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons, regardless of the willingness of such other person or persons to participate, that:

(I) is committed in the course of

- an initiation into,
- an affiliation with, or
- the maintenance of membership in, a student organization; and

(II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including

- whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Student organization: The term 'student organization', for institutional purposes and for purposes of reporting means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

Hazing poses risks beyond those reasonably expected in normal participation in institutional activities and is strictly forbidden. All members of the campus community are requested to report hazing incidents promptly to the designated personnel listed below.

Reporting Procedures: Students, faculty, and staff are encouraged to report hazing incidents to Rabbi Yeshaya Harari, Campus Security Officer or a Campus Security Authority.

Members of the campus community are urged to respond promptly in emergencies. Call 911 in cases of immediate danger, and contact Hatzolah or 911 for medical assistance.

Inclusion in Annual Security Report: Bet Midrash Ohel Torah will compile and include statistics on reported hazing incidents in its Annual Security Report, in accordance with federal law.

Investigation Process: Upon receiving a report, the institution will initiate a preliminary inquiry to determine the credibility and scope of the allegation. If warranted, a full investigation will be conducted using an evidence-based approach.

This includes:

- Gathering witness statements and documentation.
- Ensuring confidentiality and protection against retaliation.
- Determining violations of institutional policy and applicable laws.

Findings from the hazing investigation will be reviewed through the school's disciplinary process. Violations of this policy will result in disciplinary action, which may include probation, suspension or expulsion of individuals.

Hazing may also constitute a criminal offense under local, state or tribal law, including assault, harassment, or unlawful endangerment. The institution will cooperate fully with law enforcement should such violations occur.

Campus Hazing Transparency Report: Bet Midrash Ohel Torah will publish a Campus Hazing Transparency Report on its public website. This report will summarize findings of student organizations found responsible for hazing violations, will be updated at least twice annually and remain publicly accessible for no fewer than five years.

In accordance with Public Law 118–173, the report will only be published if there are hazing incidents or findings to disclose.

Prevention and Awareness: The institution provides a research-informed, campus-wide hazing prevention and awareness program for students and employees. This program educates on the risks and dangers of hazing, reviews the institutional anti-hazing policies, and provides other essential information on the topic.

Primary Prevention Strategies: To stop hazing before it occurs, the institution promotes:

- Bystander intervention, empowering students to recognize and safely disrupt hazing behaviors.
- Ethical leadership, encouraging student leaders to model integrity and accountability.
- Positive group cohesion strategies, offering alternatives to hazing that build trust, unity, and shared purpose.

These strategies are designed to reshape campus norms and reduce tolerance for hazing through proactive education and skill-building.

Bet Midrash Ohel Torah will continue to uphold its zero-tolerance policy on hazing, ensuring that all students are protected within a safe, respectful, and inclusive campus environment.