Conemaugh Anti-Hazing Policy

SCOPE: This policy applies to Conemaugh Health System entities.

PURPOSE:

The purpose of the Anti-Hazing Policy is to enumerate the obligations of this institution as outlined in the amendment to Title 18 of the Pennsylvania Consolidated Statutes via Senate Bill 1090. These amendments, also known as the "Timothy Piazza Anti-Hazing Bill" define hazing as follows:

Intentionally, knowingly, or recklessly, for the purpose of initiating, admitting, or affiliating a student into or with an organization, or for the purpose of continuing or enhancing a student's membership or status in an organization, causes, coerces or forces a student to do any of the following:

Hazing

- Violate Federal or State Criminal law.
- Consume any food, liquid, alcoholic liquid, drug, or other substance, which subjects the student to a risk of emotional or physical harm.
- Endure brutality of a physical nature, including whipping, beating, branding, calisthenics, or exposure to the elements.
- Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
- Endure any other forced activity, which could adversely affect the health and safety of the individual.
- Endure brutality of a sexual nature.
- Endure any other activity that creates a reasonable likelihood or bodily injury to the student.

Aggravated Hazing

- A person commits aggravated hazing if the person commits a violation of hazing that results in serious bodily injury or death to the minor or student and:
  (1) The person acts with reckless indifference to the health and safety of the student; or,

  (2) The person causes, coerces, or forces the consumption of an alcoholic liquid or drug by the student.

Organizational Hazing

- A student organization commits organizational hazing if the organization intentionally, knowingly, or recklessly promotes or facilitates a violation of hazing or aggravated hazing.

For purposes of these hazing definitions, any activity as described in the definitions upon which the initiation, admission into, affiliation with, or continued membership in an organization is directly or indirectly conditioned shall be "presumed to be 'forced' activity, the willingness of an individual to participate in such activity notwithstanding." This policy applies to all Conemaugh School of Nursing and Allied Health Program organizations, groups, students, faculty, and staff. This is equally applicable for all school related activities that occur on and off campus. The School is also committed to providing support to those who may have been impacted by incidents of hazing or misconduct and may provide various resources and support services to individuals who have experienced any of these incidents.

REPORTING:

- Conemaugh School of Nursing and Allied Health Programs has classified all employees as Mandated Reporters or Campus Security Authorities (CSAs) as per the Anti-Hazing Policy. Any knowledge that a CSA receives that a member of the school community is experiencing hazing activities, they must promptly share with the school Administration known details of the report made to them in the course of their employment.
- Students and others are encouraged to report incidents by any of the following methods.
    - Compliance Line Hotline (1.877.508.5433)
    - Lifepoint Health Ethics and Compliance: WWW.YOURVOICEMAKESUSBETTER.COM
    - In person to any CSA
    - RL Solutions SIM Incident Reporting: http://lifevwprls01.lpnt.corpad.net/RL6_Prod/Homecenter/Client/Login.aspx
        - Select Conemaugh from the dropdown menu, enter your username and password, and select professional conduct.
        - Under specific event type select “other,” specify other by typing in “hazing,” and type of person effected select “visitor.”
        - You can also submit your report anonymously instead of entering your username and password.
    - Title IX number: 814-534-9776

INVESTIGATION:

- Any alleged act of hazing brought to the attention of school administration will be fully investigated and adjudicated in accordance with the Code of Conduct, Non-Harassment Policies, and Non-Retaliation Policies. The school administration will investigate each hazing report with all the parties involved and will provide immediate safety actions as deemed necessary. Part of the investigation by school administrators will include distinguishing hazing from legitimate feedback and remediation that a student receives as part of their education.

- Some disciplinary actions may be implemented during the investigation of hazing to include but not limited to include rotation reassignment, remediation plans, and temporary or permanent removal from units and/or clinical partners.
- Documentation of the hazing incident and investigation will be kept with school administration in a locked area and kept confidential.
- Parties involved will be notified within ten business days at the conclusion of the investigation.

DISCIPLINARY SANCTIONS:

- Anyone found in violation of this policy will be subject to disciplinary sanctions. These sanctions may include, but are not limited to, warnings, probation, removal from leadership/organizations, loss of clinical placement, suspension, and/or dismissal. The severity of the sanctions will depend upon the circumstances surrounding the violation. Disciplinary action will be in addition to any penalties imposed by law, for violations of state law and may include expulsion from the school and/or the revocation of an organization's permission to operate as a student-recognized organization.
- Leniency in sanctioning will be considered for those that have acted in good faith to report violations or seek medical attention for another. Hazing may also be considered a criminal act in the Commonwealth of Pennsylvania.

FOLLOW UP:

On October 1, 2025, an initial report of all incidents that have occurred during the previous five years that meet the definition of this policy will be reported on the school's website. This report will be updated on October 1 and May 1 of every year and will not include any personally identifiable information.

Yearly education will be provided to students, faculty, and staff.

Findings

October 1, 2025 - Conemaugh School of Nursing and Allied Health Programs have received zero reports of Hazing over the past five years.

May 1, 2026 - Conemaugh School of Nursing and Allied Health Programs have received zero reports of Hazing over the past five years.

October 1, 2026 - Conemaugh School of Nursing and Allied Health Programs have received zero reports of Hazing over the past five years.