

Overview of the State Tech Anti-Hazing Reporting and Investigative Process



Submit a Report

Submit a formal report via the Ready to Report form. statetechmo.edu/ready-to-report
Select the "Anti-Hazing" form under the applicable student or employee section.



Initial Assessment

As applicable, the Office of Human Resources or the Office of Student Affairs reviews the report to determine whether a policy violation may have occurred. Based on an initial assessment, the Vice President of Operations or the Dean of Students has the discretion to dismiss the case.



Investigation Initiated

Once determined that a policy violation may have occurred, State Tech initiates an investigation. As applicable, the Office of Human Resources or the Office of Student Affairs sends notice of investigation to the Respondent, which includes a summary of allegations, a request to meet, & other necessary details.



Investigation Report

Impacted parties receive a final report, including any evidence that is relevant and directly related.



Interviews

Impacted parties and any relevant witnesses are interviewed, and all documents and evidence are reviewed. If necessary, some parties may be asked for an additional interview. Parties have an equal opportunity to submit information and identify relevant witnesses.



Process Reviewed

As applicable, the Office of Human Resources or the Office of Student Affairs connects with the Respondent to discuss:

- Overview of the allegation
- Applicable procedures



Outcome & Sanction(s)

Impacted parties will be notified of the outcome. If the Respondent is a student, upon a finding by the investigator that a violation of this policy may have occurred, the matter will be referred for proceedings under the Student Conduct Code.

If the Respondent is an employee, the findings will be forwarded to the employee's supervisor(s) and to Human Resources for further determinations pursuant to State Tech rules and regulations.

