Anti-Hazing Policy & Conduct Standards

Policy Statement

Kenneth Shuler's School of Cosmetology, Inc. strictly prohibits hazing in any form. Every student and employee is entitled to a safe, respectful learning environment. Hazing activities—whether occurring on campus, in student salon/spa areas, at school-sponsored events, or through informal student group chats are grounds for immediate disciplinary action, including suspension or expulsion.

What is Hazing?

Hazing is defined as any intentional, knowing, or reckless act committed against a student (individually or in concert with others) in connection with joining, affiliating with, or maintaining membership in any student group, cohort, or team, that causes or creates a substantial risk of:

- **Physical Harm:** Striking, physical violence, unauthorized application of chemical/cosmetic products, or tampering with salon tools, stations, or supplies.
- **Psychological Harm & Humiliation:** Coerced servitude (e.g., forcing lower hour students to clean personal stations or run personal errands), public degradation, ridicule, or exclusionary rituals.
- **Unlawful Conduct:** Pressuring someone to violate school policy, state law, or clock-hour/attendance regulations.

Consent Is Not a Defense: A student's agreement or willingness to participate in a hazing activity does not excuse or justify a violation of this policy.

Scope: Student Groups & Cohorts

Under federal law, a "student organization" includes any group of two or more enrolled students, whether formally recognized or informal (such as class cohorts, competition teams, student ambassadors, or student salon/spa teams).

Reporting Procedures

The school encourages immediate reporting of any suspected hazing incident. Reports can be made without fear of retaliation:

- **Campus Director / Human Resources:** Speak to your School Director (if student), speak to Human Resources (if employee), or provide your statement in writing.
- **Anonymous Reporting:** Reports may be submitted anonymously via email to info@kennethshuler.com.
- **Law Enforcement:** For immediate emergencies or threats of violence, dial **911** or contact local police.

Investigation & Sanctions

All allegations are investigated promptly and impartially using the *preponderance of the evidence* standard.

- **Students** found responsible face sanctions ranging from written reprimands up to permanent expulsion.
- **Employees** who encourage, participate in, or fail to report known hazing are subject to disciplinary action up to termination.
- **Retaliation:** Intimidation, threats, or retaliation against anyone reporting hazing or participating in an investigation is strictly prohibited and results in immediate disciplinary action.

South Carolina Law (S.C. Code Ann. § 16-3-510 & § 59-101-200): Hazing is a misdemeanor offense under state law.