



CAMPUS HAZING TRANSPARENCY REPORT 2025

In accordance with the Stop Campus Hazing Act, this document summarizes findings concerning any student organization found to be in violation of the institution's standards of conduct relating to hazing for the dates: January 1st 2025 - December 20, 2025.

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Purpose

This report has been prepared by CIAM's Title IX Office in compliance with the Stop Campus Hazing Act. It serves to disclose and summarize findings regarding any student organization found to have violated CIAM's standards of conduct related to hazing. This is CIAM's first Campus Hazing Transparency Report (CHTR). The University will release an updated CHTR annually.

Because no previous CHTR exists, this report includes incidents recorded from the beginning of federal statistical collection on January 1, 2025, through December 20, 2025. Statements and statistics about hazing will also be included in CIAM's 2026 Annual Security Report (ASR).

Statement of Compliance

CIAM complies with the Jeanne Clery Campus Safety Act (20 U.S.C. § 1092(f)), including amendments made by the Stop Campus Hazing Act. These amendments require institutions of higher education to include hazing in the statistics reported in the Annual Security Report as of January 1, 2025; to define hazing for federal reporting purposes; and to publish a Campus Hazing Transparency Report summarizing any findings of recognized student organizations that violate institutional hazing standards. The law also requires disclosure of hazing policies, reporting mechanisms, investigative procedures, and hazing-prevention programs. The University's reporting and transparency practices align with these federal requirements and timelines.

Campus Anti-Hazing Policy

Purpose

This policy ensures that all students enrolled at CIAM are afforded the rights and protections required under the Stop Campus Hazing Act and the Jeanne Clery Campus Safety Act. The purpose of this policy is to establish institutional standards and procedures for the prevention, reporting, and disclosure of hazing incidents, in compliance with the above acts.

CIAM is committed to maintaining a safe and inclusive environment where students can engage in academic activities free from hazing. Hazing may be reported to the Office of Student Success, the Title IX Office, or CIAM's online reporting form: [Student Success Feedback Box – Fill out form](#)

Policy Statement

California Institute of Advanced Management (the "University" or "CIAM") is committed to providing a safe and healthy environment for its campus communities through compliance with applicable federal and state laws, including the Jeanne Clery Campus Safety Act. To promote the safety of the University and its students, faculty, staff, employees, and visitors, the University has created this Campus Hazing Policy to provide information regarding hazing prevention, reporting suspected hazing, the University's procedure to investigate reports of hazing, and relevant state laws regarding hazing incidents.

Definitions

"Hazing:"

1. An intentional, knowing, or reckless act

2. committed by a person, whether individually or in concert with other persons,
3. against a student, regardless of that student's willingness to participate, that—
4. was committed in connection with an initiation into, an affiliation with, or the maintenance of membership in, an organization (such as a club, society, association, athletic team, fraternity, sorority, or student government); and
5. causes or is likely to contribute to a substantial risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical training necessary for participation in an athletic team), of physical injury or psychological injury including—
 - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - f. any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
 - g. 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:” 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.

“Supportive measures:” Counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the complainant and the respondent, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. Unless otherwise required by law, CIAM will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the University's ability to provide the supportive measures.

Hazing Prevention

There are no University-recognized or established student organizations on or off campus. However, the University will take all reasonable steps necessary to prevent hazing. CIAM maintains a program to prevent hazing from occurring in its working/learning environment including the provision of supervisory, staff, faculty, and student hazing awareness and prevention training. Administrators will support and assist staff, faculty, and students in the pursuit of investigating and remediating problems of hazing whenever it occurs.

How to Report Hazing

Students, faculty, staff, and employees are obligated to report any incident or suspected incident of hazing. In the event of an **emergency**:

- **Call 911** or
- The **Alhambra Police Department** at (626) 570-5151.

In all other situations, suspected hazing may be reported to the following University contacts:

- **The University's Title IX Coordinator, Deputy Coordinator, or the Director of Student Success:**

Claudia Sarabia, Title IX Coordinator
 CIAM Emergency Response Primary Contact
 1000 S. Fremont Avenue, BLD A10, 4th Floor, Suite 10402, Alhambra, CA 91803
 (626) 350-1500 x112
claudia.sarabria@ciam.edu

Melissa Valle, Deputy Title IX Coordinator and Director of Student Success
 1000 S. Fremont Avenue, BLD A10, 4th Floor, Suite 10402, Alhambra, CA 91803
 (626) 350-1500 x106
melissa.valle@ciam.edu

For anonymous and Confidential Reporting:

[Student Success Feedback Box – Fill out form](#)

CIAM prohibits retaliation, including but not limited to making any threatening communication by verbal, written and/or electronic means, against any individual who reports and/or provides any information concerning a suspected hazing incident. Any student or employee found engaging in retaliation will be subject to disciplinary action up to and including suspension, expulsion, and/or termination of employment.

Investigative Procedure

After receiving a complaint, CIAM will promptly send written notice to both the complainant and the respondent(s) of the allegations, including information regarding supportive measures available to them.

In recognition that a wide spectrum of behaviors can constitute violations of the University's Campus Hazing Policy, the Title IX Coordinator may resolve reports informally and appropriately, based on the circumstances.

In the event the hazing allegations contains incidents of sexual assault and/or relationship and interpersonal violence, or other severe misconduct, a formal investigative process outlined below will be utilized.

Formal Investigative Process

The investigation generally includes interviews with the complainant and respondent (if available) and, interviews with other witnesses as needed. The University will seek the identification and location of witnesses not identified by the parties and a review of relevant documents as appropriate. The investigator will send a written notice of the interview date, time, and location, name of participant(s),

and purpose of the interview to the parties and witnesses, and any identified party advisor, in sufficient time for the party to prepare and participate.

During the investigation, the complainant and respondent will be provided an opportunity to meet with the investigator, submit evidence, identify witnesses who may have relevant information, and propose questions for the investigator to ask the other party and witnesses. The investigator has discretion to determine which witnesses to interview and what questions to ask, and may decline to ask questions that are, for example, repetitive, harassing or not relevant to whether the reported violation(s) occurred.

The investigator will independently gather other relevant information or evidence, including documents, photographs, communications between the parties, and medical records (subject to the consent of the applicable person), and other electronic records as appropriate. The investigator will conduct a review of relevant documents as appropriate.

The investigation shall be completed as promptly as possible. Disclosure of facts to witnesses shall be limited to what is reasonably necessary to conduct a fair and thorough investigation.

The complainant and the respondent shall be simultaneously informed in writing of the completion of the investigation and provided with a copy of the investigative report. At least 10 days before any hearing, the parties, and their advisors will be provided the investigative report that fairly summarizes relevant evidence, in electronic format or hard copy, to which the parties may respond. If the alleged complainant is deceased as a result of such crime or offence, the next of kin of such complainant shall be treated as the alleged complainant for purposes of this notice. The report shall include a statement of the allegations and issues and a summary of the evidence and information that was gathered in the investigation and deemed relevant by the investigator for purposes of determining if a Policy violation has occurred.

The report may be used as evidence in other related procedures, such as subsequent complaints, grievances and/or disciplinary actions.

Hearing Panel

After both parties have received the investigative report, a date will be set for a hearing to allow both parties to respond to the evidence gathered and for a Hearing Panel to determine if a Policy violation has occurred. The University will provide written notification to the complainant and respondent of the hearing date and procedures. The complainant and respondent will be provided at least 10 business days' notice of the hearing date from the date that the investigative report was provided to the parties.

The Hearing Panel is a fact-finding committee comprised of individuals trained or experienced in Hazing. Depending on the complexity of the issues, a Hearing Panel may have a single adjudicator or a panel of 3. The individuals who serve as panelists will be selected by the Title IX Coordinator, or other designated official.

The Hearing Panel will have for its review, the initial complaint, the respondent's response and any cross-complaints, all witness statements written or recorded, and any evidence preserved for the hearing in the form of the investigative report. The Hearing Panel will be chaired by a person who is not the investigator nor the Title IX Coordinator.

Hearing

The Hearing will occur either in person, or in a synchronous distance technology format enabling participants simultaneously to see and hear each other, at the discretion of the University. At the request of either party, the Title IX Coordinator must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions. An audio or video recording and transcript of the hearing will be made and will be made available to both parties for inspection and review. The complainant and respondent(s) will be provided the same opportunity to present fact and expert witnesses and other supporting and exculpatory evidence.

During the hearing, the advisor for each party is permitted to cross-examine the other party and any witnesses. Cross examination must be conducted directly, orally, and in real time by the party's advisor. Parties are not allowed to represent themselves. Neither party is permitted to directly cross-examine the other party and all cross-examination must be conducted by the advisor. Before a party or witness answers a cross-examination question, the Hearing Panel chair will determine if a question is relevant and explain any reasoning for determining to exclude a question.

If a party does not have an advisor present at the live hearing, the University must provide without fee or charge to that party, an advisor of the University's choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party.

If a party or witness does not submit to cross-examination at the live hearing, the Hearing Panel must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the Hearing Panel cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

Determination

At the conclusion of the Hearing, the Hearing Panel members will consider all information presented at the Hearing and determine if a Policy violation has occurred. The Hearing Panel Chair will develop a written determination of responsibility that includes:

- A description of the specific behavior that is potentially considered a violation of the University's Campus Hazing Policy
- A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held
- A finding of fact supporting the determination

- Conclusions regarding the application of the University's Campus Hazing Policy to the facts.
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility
- Any disciplinary sanctions the University imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant. If the alleged complainant is deceased as a result of such crime or offense, the next of kin of such complainant shall be treated as the alleged complainant for purposes of this notice.
- The University's procedures and permissible bases for the complainant and respondent to appeal.

Student Sanctions

The range of disciplinary sanctions that may be imposed upon a student responsible for a violation of this Policy, either singly or in combination, are:

1. **Disciplinary Warning:** This written action is taken when the individual's conduct or involvement merits an official admonition. The student is warned that further misconduct may result in more severe disciplinary action.
2. **Disciplinary Probation:** A form of reprimand that is fitting for the type of violation or repeated violations as designated for a certain period of time by the hearing officer. The student may, if it is deemed appropriate, represent the University in activities and hold office in student organizations during the time stipulated as probationary. The student is notified that further infractions of any University regulation may result in more stringent restriction being placed on his/her actions.
3. **Interim Suspension:** The Director of Student Success may suspend a student for an interim period pending full disciplinary proceedings whenever there is evidence that the continued presence of the student on the campus poses a substantial threat to the safety or well-being of any person or persons, University property, or the property of others. An interim suspension may become effective immediately without prior notice. A student suspended on an interim basis will be given an opportunity to appear personally before a hearing officer within 10 or fewer calendar days from the effective date of the interim suspension. During an interim suspension, the student will be barred from all or part of the University's premises. Any student under interim suspension who returns to campus from which he/she is barred without written permission from the Director of Student Success will be subject to dismissal from the University and arrested for trespassing.
4. **Suspension:** This sanction is one of involuntary separation of the student from the University for a designated period of time. After this period of time, the student is eligible to return. The Director of Student Success /or designee may establish additional requirements, which must be fulfilled to his/her satisfaction, prior to reinstatement. Permanent notation of suspension will appear on the student's transcript and academic history. The student shall not participate in any University-sponsored activity and may be barred from University premises during suspension.
5. **Conduct Dismissal:** This sanction by Director of Student Success /or designee is one of involuntary and permanent separation from the University. Notice of permanent dismissal will appear on the student's academic history and transcript. The student will also be barred from University activities and premises. A student is not considered to be in good standing for purposes of admission to the University while under a sanction of suspension or expulsion, or while his or her admission or re-admission has been qualified.

6. Administrative Hold and Withholding a Degree: The University may place an administrative hold on registration transactions and release of records and transcripts of a student who has been sent written notice of a pending investigation or disciplinary case concerning that student and may withhold awarding a degree otherwise earned until the completion of the process set forth herein, including the completion of all sanctions imposed.

Employee and Third-Party Sanctions

Any employee found responsible for violating this or other University policies will receive a sanction in accordance with University policies and procedures. The discipline may include, but is not limited to:

1. Unpaid leave from work during the investigation,
2. Unpaid suspension from work after a violation has been found,
3. A Performance Improvement Plan, or
4. Termination of employment

Any third party (visitor, guest, contractor, subcontractor, vendor, partner, or business affiliate) found responsible for violating this Policy will receive a sanction ranging from a written warning to being banned from any University property, activities, and/or programs.

Applicable State Laws

In the State of California, acts of hazing may be punishable by law as a misdemeanor or felony offense or constitute grounds for a civil action for injury or damages, as described in Cal. Penal Code § 245.6. (Cal. Educ. Code § 66308).

Disclosure and Transparency Requirements

Annual Security Report (ASR):

Each year, CIAM will include in its Annual Security Report:

The total number of reported hazing incidents.

- Current institutional policies and definitions related to hazing.
- Procedures for reporting and investigating hazing.
- Applicable local and state laws regarding hazing.
- Information on prevention and awareness programs.

Campus Hazing Transparency Report:

CIAM will issue an annual Transparency Report any Hazing violations have occurred within the past year. The report will include:

- The organization's name.
- The date of the violation.
- A description of the incident.
- Sanctions imposed as an institutional response to the incident.

Review and Revision

This policy will be reviewed annually by the Offices of Student Life and Safety and Security to ensure compliance with federal regulations and institutional best practices.

Additional Resources about Hazing

- StopHazing: <https://stophazing.org/>
- Hazing Prevention Network: <https://hazingpreventionnetwork.org/>
- Clery Center: <https://clerycenter.org/>
- Hazing database: <https://www.hazinginfo.org/>

Findings of Hazing Incidents

Student Organization	Date of Incident	Investigation Start Date	Investigation End Date	Violation Description	Sanctions Imposed	Sanction Date
No findings of hazing violations for the period of January 1, 2025 December 20, 2025.						