

Multiple Agency Fiscal Note Summary

Bill Number: 1751 2S HB	Title: Hazing prevention
--------------------------------	---------------------------------

Estimated Cash Receipts

NONE

Estimated Operating Expenditures

Agency Name	2021-23				2023-25				2025-27			
	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total
University of Washington	1.1	270,387	270,387	270,387	2.0	470,995	470,995	470,995	1.7	401,216	401,216	401,216
University of Washington	In addition to the estimate above,there are additional indeterminate costs and/or savings. Please see individual fiscal note.											
Washington State University	.7	121,016	121,016	121,016	1.3	204,372	204,372	204,372	1.3	204,372	204,372	204,372
Eastern Washington University	.3	42,500	42,500	42,500	.5	85,000	85,000	85,000	.5	85,000	85,000	85,000
Central Washington University	.0	20,000	20,000	20,000	.0	40,000	40,000	40,000	.0	40,000	40,000	40,000
The Evergreen State College	.1	27,422	27,422	27,422	.3	42,928	42,928	42,928	.3	42,928	42,928	42,928
The Evergreen State College	In addition to the estimate above,there are additional indeterminate costs and/or savings. Please see individual fiscal note.											
Western Washington University	.4	66,475	66,475	66,475	.4	48,950	48,950	48,950	.4	48,950	48,950	48,950
Community and Technical College System	.0	170,000	170,000	170,000	.0	340,000	340,000	340,000	.0	340,000	340,000	340,000
Total \$	2.6	717,800	717,800	717,800	4.5	1,232,245	1,232,245	1,232,245	4.2	1,162,466	1,162,466	1,162,466

Estimated Capital Budget Expenditures

Agency Name	2021-23			2023-25			2025-27		
	FTEs	Bonds	Total	FTEs	Bonds	Total	FTEs	Bonds	Total
University of Washington	.0	0	0	.0	0	0	.0	0	0
Washington State University	.0	0	0	.0	0	0	.0	0	0
Eastern Washington University	.0	0	0	.0	0	0	.0	0	0
Central Washington University	.0	0	0	.0	0	0	.0	0	0
The Evergreen State College	.0	0	0	.0	0	0	.0	0	0
Western Washington University	.0	0	0	.0	0	0	.0	0	0
Community and Technical College System	.0	0	0	.0	0	0	.0	0	0
Total \$	0.0	0	0	0.0	0	0	0.0	0	0

Estimated Capital Budget Breakout

NONE

Prepared by: Ramona Nabors, OFM	Phone: (360) 742-8948	Date Published: Final 2/15/2022
--	---------------------------------	---

Individual State Agency Fiscal Note

Bill Number: 1751 2S HB	Title: Hazing prevention	Agency: 360-University of Washington
--------------------------------	---------------------------------	---

Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years	0.0	2.2	1.1	2.0	1.7
Account					
General Fund-State 001-1	0	270,387	270,387	470,995	401,216
Total \$	0	270,387	270,387	470,995	401,216

In addition to the estimates above, there are additional indeterminate costs and/or savings . Please see discussion.

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact . Factors impacting the precision of these estimates , and alternate ranges (if appropriate) , are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☒ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete entire fiscal note form Parts I-V.
- ☐ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 02/07/2022
Agency Preparation: Lauren Hatchett	Phone: 2066167203	Date: 02/10/2022
Agency Approval: Kelsey Rote	Phone: 2065437466	Date: 02/10/2022
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/11/2022

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Briefly describe by section number, the significant provisions of the bill, and any related workload or policy assumptions, that have revenue or expenditure impact on the responding agency.

Compared to the substitute bill, the second substitute adds a new section, Section 3, that would require institutions of higher education to establish a hazing prevention committee. We have included Section 3 in the in fiscal note narrative, but it does not impact our overall expenditures.

Section 2 would require the University of Washington (UW) to prohibit in the student code of conduct hazing on and off campus; to provide students with an educational program on hazing during new student orientation sessions ; and to include the UW's anti-hazing policy in institutional materials on student rights and responsibilities that are distributed to students.

Section 3 would require the UW to establish a hazing prevention committee with prescriptive membership composition and qualifications.

Section 4 would require institutions of higher education to maintain and publicly report actual findings of violations of code of conduct, anti-hazing policies, or state and federal laws relating to hazing of offenses related to alcohol, drugs, sexual assault, or physical assault.

Section 5 would require institutions of higher education to provide hazing prevention education to employees, as defined by the section, including student employees. Employees and volunteers would be required to report incidents of hazing if they have reasonable cause.

Section 6 would require social fraternity and sorority organizations to notify their institution of higher education when an investigation of suspected hazing is instigated. The results of any such investigation are required to be provided to the student conduct office. Social fraternity and sorority organizations seeking to maintain registration with an institution of higher education must certify in writing and provide weblinks showing the previous five years of all findings of violations of anti-hazing policies, state and federal laws, and the student code of conduct.

II. B - Cash receipts Impact

Briefly describe and quantify the cash receipts impact of the legislation on the responding agency, identifying the cash receipts provisions by section number and when appropriate the detail of the revenue sources. Briefly describe the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explain how workload assumptions translate into estimates . Distinguish between one time and ongoing functions .

II. C - Expenditures

Briefly describe the agency expenditures necessary to implement this legislation (or savings resulting from this legislation), identifying by section number the provisions of the legislation that result in the expenditures (or savings). Briefly describe the factual basis of the assumptions and the method by which the expenditure impact is derived. Explain how workload assumptions translate into cost estimates. Distinguish between one time and ongoing functions.

Sections 2 through 6 of this bill present significant, potential costs for the UW. After submitting the first fiscal note request, we continued to receive updated information pertaining to additional costs that may be necessary to implement this bill. We also received feedback from the state legislature that UW Medicine and other affiliated employees are not subject to the training requirements under Section 5 of this bill. Thus, the expenditures sections have been updated accordingly.

SECTION 2

This section would require the UW to do the following: to amend the student code of conduct so that hazing is prohibited on and off campus; to provide students with an educational program on hazing during new student orientation sessions; to post the educational program onto the UW's website; and to include the UW's anti-hazing policy in institutional materials on student rights and responsibilities that are distributed to students. Expenditures associated with these requirements are described below.

STUDENT CODE OF CONDUCT

The UW's anti-hazing policy is defined in WAC 478-121-135, which is aligned with the Student Code of Conduct. The Student Code of Conduct applies to students regardless of location, and so hazing at the UW is already prohibited on and off campus. There are no anticipated costs with this requirement.

EDUCATIONAL PROGRAMING ON HAZING

An educational program on hazing must be provided to students during new student orientation sessions, and the program must be posted to the UW's website for parents, legal guardians, and volunteers to view. The program must include information regarding hazing awareness, prevention, intervention, and the UW's policy on hazing.

The UW would choose to develop an online training using a third-party vendor that would provide training to students on each campus. It is likely that a third-party vendor may not allow for the UW to post the program online. However, we assume that posting the content framework, infographics, and other anti-hazing related materials to our website will be sufficient. In order to meet the requirements described in this sub-section we estimate the following costs :

- \$25,000 for an evidence-based online training program developed by a third-party vendor in FY23 and in each year thereafter. This would cover a 1-year license, that would be renewed each year and would be used to provide training to UW employees on each campus.
- 1.0 FTE Hazing Advocate Specialist (annual salary: \$88,000; benefits rate 29.4%) in FY23 and each year thereafter. This position would establish and maintain the training program for students and employees.
- 0.5 FTE Program Coordinator (annual salary: \$54,492; benefits rate: 37.30%) in FY23 and each year thereafter to assist with the coordination of the program all three campuses.

INSTITUTIONAL MATERIALS

The UW does not currently include anti-hazing policy in institutional materials on student rights and responsibilities that are distributed to students. There may be some costs associated with meeting this requirement, but those would be absorbed within existing resources.

SECTION 3

This section would require the UW to establish a hazing prevention committee to promote and address hazing prevention. The membership is defined in the section and is required to be comprised of students, faculty, staff, and parents /legal guardians of currently enrolled students. To meet this requirement, the UW would utilize the Hazing Advocate Specialist and Program Coordinator positions, described under Section 2 of this fiscal note, to recruit committee members, provide oversight, and coordinate meetings. Participation by faculty and staff would require additional effort but would be absorbed within existing work time. Therefore, we do not anticipate any additional costs associated with this requirement.

SECTION 4

This section would require the UW to maintain and publicly report actual findings of violations of code of conduct, anti-hazing policies, or state and federal laws relating to hazing offenses related to alcohol, drugs, sexual assault, or physical assault. Reports shall remain for five years and will be posted at least 45 calendar days before the start of each fall academic term and 10 days before the start of all other academic terms.

The UW's Office of Community Standards and Student Conduct would utilize existing resources to meet the requirements of this section.

SECTION 5

This section would require the UW to provide hazing prevention education to employees, defined as a person receiving

wages from the institution and who is in a position with direct ongoing contact with students in a supervisory role or position of authority, and to student employees. To meet this requirement, UW Human Resources and the Office of Academic Personnel would need to complete a detailed evaluation of the positions most likely to have “direct ongoing contact with students in a supervisory role or position of authority.” To provide the training, UW would utilize the online training program described in Section 2 for employees located on the Bothell, Seattle, and Tacoma campuses. We estimate the implementation costs as follows:

- 0.1 FTE Human Resources Consultant (annual salary: \$94,000; benefits rate: 29.4%) in FY23 and each year thereafter to manage corrective action from noncompliance of staff employees with policy language regarding the required training.
- 0.25 FTE HR Data Analyst (annual salary \$107,850; benefits rate: 29.4%) in FY23 and FY24 to track employees that have received training and report to managers, and conduct evaluation of positions most likely to have “direct ongoing contact with students in a supervisory role or position of authority.”
- 0.1 FTE Academic HR Specialist (annual salary: \$94,000; benefits rate: 29.4%) in FY23 and each year thereafter to manage corrective action from noncompliance among faculty members who meet the definition of “Employee” as defined in the section.
- 0.25 FTE Academic HR Data Analyst (annual salary: \$107,850; benefits rate: 29.4%) in FY23 and FY24 to track academic personnel employees that have received training or have failed to receive training and report to unit heads, and conduct evaluation of positions most likely to have “direct ongoing contact with students in a supervisory role or position of authority.”

As mentioned above, it is our understanding that the legislature does not intend to require this training for UW Medicine employees, and so we have removed previously anticipated costs from this section.

SECTION 6

This section would require social fraternity and sorority organizations to notify the UW when an investigation of suspected hazing is instigated. The results of any such investigation are required to be provided to the Student Conduct Office. Social fraternity and sorority organizations seeking to maintain registration with an institution of higher education must certify in writing and provide weblinks showing the previous five years of all findings of violations of anti-hazing policies, state and federal laws, and the student code of conduct.

Procedures for notifying UW’s Office of Community Standards and Student Conduct are already in place, and so we do not anticipate any additional costs for this requirement. We also expect minimal to no additional costs associated with the certification process that is required to maintain registration with the UW if fraternity and sorority organizations comply with these requirements. If fraternity and sorority organizations, either locally or nationally, choose to challenge this requirement, there may be significant costs that are indeterminate, but likely greater than \$50,000.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2022	FY 2023	2021-23	2023-25	2025-27
001-1	General Fund	State	0	270,387	270,387	470,995	401,216
Total \$			0	270,387	270,387	470,995	401,216

In addition to the estimates above, there are additional indeterminate costs and/or savings . Please see discussion.

III. B - Expenditures by Object Or Purpose

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years		2.2	1.1	2.0	1.7
A-Salaries and Wages		187,971	187,971	322,017	268,092
B-Employee Benefits		57,416	57,416	98,978	83,124
C-Professional Service Contracts					
E-Goods and Other Services		25,000	25,000	50,000	50,000
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	0	270,387	270,387	470,995	401,216

In addition to the estimates above, there are additional indeterminate costs and/or savings. Please see discussion.

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2022	FY 2023	2021-23	2023-25	2025-27
Academic HR Data Analyst	107,850		0.3	0.1	0.1	
Academic HR Specialist	94,000		0.1	0.1	0.1	0.1
Hazing Advocate Specialist	88,000		1.0	0.5	1.0	1.0
HR Data Analyst	107,850		0.3	0.1	0.1	
Human Resources Consultant	94,000		0.1	0.1	0.1	0.1
Program Coordinator	54,492		0.5	0.3	0.5	0.5
Total FTEs			2.2	1.1	2.0	1.7

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Identify acquisition and construction costs not reflected elsewhere on the fiscal note and describe potential financing methods

NONE

IV. D - Capital FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part IVB*

NONE

Part V: New Rule Making Required

Individual State Agency Fiscal Note

Bill Number: 1751 2S HB	Title: Hazing prevention	Agency: 365-Washington State University
--------------------------------	---------------------------------	--

Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years	0.0	1.4	0.7	1.3	1.3
Account					
General Fund-State 001-1	0	121,016	121,016	204,372	204,372
Total \$	0	121,016	121,016	204,372	204,372

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact . Factors impacting the precision of these estimates , and alternate ranges (if appropriate) , are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☒ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete entire fiscal note form Parts I-V.
- ☐ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 02/07/2022
Agency Preparation: Emily Green	Phone: 5093359681	Date: 02/10/2022
Agency Approval: Chris Jones	Phone: 509-335-9682	Date: 02/10/2022
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/11/2022

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Briefly describe by section number, the significant provisions of the bill, and any related workload or policy assumptions, that have revenue or expenditure impact on the responding agency.

2S S HB 1751 – Hazing Prevention relates to hazing prevention and reduction at institutions of higher education.

Section 1 of this bill amends RCW 28B.10.900 and 1993 c 514 s 1 to provide clarifying language to the meaning of “hazing”.

Section 2 (1) of this bill states that each public and private institution of higher education shall include language in its code of conduct that prohibits hazing on and off campus.

Section 2 (2) states that each public and private institution of higher education shall establish an educational program regarding hazing and its dangers for students and parents/legal guardians. This program must include institution’s hazing policy. Programming may be offered in-person or electronically. This training must be posted on each institution’s public website for parents, legal guardians, and volunteers to view.

Section 2 (3) establishes that materials that outline student rights and responsibilities include a statement on the institution’s anti-hazing policy and the dangers of hazing.

Section 3 creates an hazing prevention committee to promote and address hazing prevention. This section specifies the composition of the committee.

Section 4 (1) establishes that beginning in the 2022-23 academic year, each public and private institution of higher education shall maintain and publicly report actual findings of violations by any student organization, athletic team, or living group of the public or private institution of higher education's code of conduct, anti-hazing policies, or state or federal laws relating to hazing or offenses related to alcohol, drugs, sexual assault, or physical assault.

Sections 4 (2) (a) – (f) provides the guidelines of that report shall include.

Section 5 (1) requires that beginning in the 2022 fall academic term, each public and private institution of higher education shall provide hazing prevention education on the signs and dangers of hazing as well as the institution's prohibition on hazing to every employee, including a student employee, and volunteer of the institution, either in person or electronically. The training shall be provided at the beginning of each academic year and for new employees at the beginning of each academic term.

Section 6 of this bill provides guidelines for social fraternity and sorority organizations.

Section 8 states that if specific funding for the purposes of this act, referencing this act by bill or chapter number, is not provided by June 30, 2022, in the omnibus appropriations act, this act is null and void.

This bill would fiscally impact WSU.

II. B - Cash receipts Impact

Briefly describe and quantify the cash receipts impact of the legislation on the responding agency, identifying the cash receipts provisions by section number and when appropriate the detail of the revenue sources. Briefly describe the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explain how workload assumptions translate into estimates. Distinguish between one time and ongoing functions.

II. C - Expenditures

Briefly describe the agency expenditures necessary to implement this legislation (or savings resulting from this legislation), identifying by section number the provisions of the legislation that result in the expenditures (or savings). Briefly describe the factual basis of the assumptions and the method by which the expenditure impact is derived. Explain how workload assumptions translate into cost estimates. Distinguish between one time and ongoing functions.

WSU estimates that 250 staff hours would be required for the initial program design required in the initial year. The Assistant Dean of Students (.22 FTE; \$83,230 Salary; 32.9% Benefits) and Director of the Center for Community Standards (.22 FTE; \$83,230 Salary; 32.9% Benefits) would be responsible for program design and implementation. The same personnel would be primarily responsible for the reporting and non-compliance investigations. A Student Conduct Officer (.10 FTE; \$52,744 Salary; 32.9% Benefits) would assist in the reporting and non-compliance investigation process. Any committee work will be absorbed through the current scope of duties.

WSU finds that a new staff position would need to be created for ongoing compliance monitoring and ongoing work with social fraternity and sorority organizations. This would be a Student Services Advisor/Coordinator position (1.0 FTE; \$52,744 Salary; 32.9% Benefits) and would work closely with Student Affairs leadership and the Office of the Dean of Students to ensure WSU system-wide compliance as well as revisions to training programs.

The Director of the Center for Community Standards (0.02 FTE; \$83,230 Salary; 32.9% Benefits) would oversee the new Student Services position and provide continued system-wide coordination and compliance.

The bill would require staffing for working with appropriate WSU office in creating antihazing education content for WSU employees. One Human Resource Consultant (0.05 FTE; \$70,000 Salary; 32.9% Benefits) with the support of one Human Resource Consultant Assistant (0.05 FTE; \$41,352 Salary; 42.1% Benefits) would be responsible to, finalize content and publish through the WSU employee training portal, communicate this education opportunity through the learning system and WSU community, answer learning manager and employee questions related to training requirement and accessing training, as well as ongoing updating and communication related to this ongoing education requirement for WSU employees.

WSU estimates \$10,000 would be required the first year to procure technology for the new staff person in addition to the supplies and materials needed to design new training materials and communication assets. The estimated on-going materials, supplies, and software tools needed to maintain and distribute materials, update websites, revise communication, and prepare reports is \$7,500.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2022	FY 2023	2021-23	2023-25	2025-27
001-1	General Fund	State	0	121,016	121,016	204,372	204,372
Total \$			0	121,016	121,016	204,372	204,372

III. B - Expenditures by Object Or Purpose

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years		1.4	0.7	1.3	1.3
A-Salaries and Wages		83,390	83,390	142,320	142,320
B-Employee Benefits		27,626	27,626	47,052	47,052
C-Professional Service Contracts					
E-Goods and Other Services		10,000	10,000	15,000	15,000
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	0	121,016	121,016	204,372	204,372

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2022	FY 2023	2021-23	2023-25	2025-27
Assistant Dean/Director	83,230		0.2	0.1	0.1	0.1
Director	83,230		0.0	0.0	0.0	0.0
Human Resource Consultant	70,000		0.1	0.0	0.0	0.0
Human Resource Consultant Assistant 2	41,352		0.1	0.0	0.0	0.0
Student Services Advisor/Coordinator	52,744		1.0	0.5	1.0	1.0
Student Services Advisor/Coordinator 2	52,744		0.1	0.1	0.1	0.1
Total FTEs			1.4	0.7	1.3	1.3

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact**IV. A - Capital Budget Expenditures**

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Identify acquisition and construction costs not reflected elsewhere on the fiscal note and describe potential financing methods

NONE

IV. D - Capital FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part IVB*

NONE

Part V: New Rule Making Required

Individual State Agency Fiscal Note

Bill Number: 1751 2S HB	Title: Hazing prevention	Agency: 370-Eastern Washington University
--------------------------------	---------------------------------	--

Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years	0.0	0.5	0.3	0.5	0.5
Account					
General Fund-State 001-1	0	42,500	42,500	85,000	85,000
Total \$	0	42,500	42,500	85,000	85,000

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact . Factors impacting the precision of these estimates , and alternate ranges (if appropriate) , are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☒ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete entire fiscal note form Parts I-V.
- ☐ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 02/07/2022
Agency Preparation: Alexandra Rosebrook	Phone: (509) 359-7364	Date: 02/09/2022
Agency Approval: Alexandra Rosebrook	Phone: (509) 359-7364	Date: 02/09/2022
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/11/2022

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Briefly describe by section number, the significant provisions of the bill, and any related workload or policy assumptions, that have revenue or expenditure impact on the responding agency .

The second substitute includes:

Section 3

- Requires the institution to establish a hazing prevention committee, which has 3 students, one faculty, one staff and one parent to promote and address hazing prevention.

Eastern does not anticipate this change to have any fiscal impact.

II. B - Cash receipts Impact

Briefly describe and quantify the cash receipts impact of the legislation on the responding agency, identifying the cash receipts provisions by section number and when appropriate the detail of the revenue sources. Briefly describe the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explain how workload assumptions translate into estimates . Distinguish between one time and ongoing functions .

II. C - Expenditures

Briefly describe the agency expenditures necessary to implement this legislation (or savings resulting from this legislation), identifying by section number the provisions of the legislation that result in the expenditures (or savings). Briefly describe the factual basis of the assumptions and the method by which the expenditure impact is derived. Explain how workload assumptions translate into cost estimates. Distinguish between one time and ongoing functions.

Eastern would be required to implement a hazing specific training program for all students. The training program could be incorporated into the new student orientation. Due to the timing of when students begin participation with student organizations or athletic teams it may be difficult to ensure that the training is provided prior to participation. Developing, delivering the training, verifying that all students attend the training and preparing the required reports will require a Program Specialist .5 FTE at an average salary \$52,500 (\$52,500*.5=\$26,250) and benefits \$22,500 (\$22,500*.5=\$11,250). Eastern anticipates that provided hard copy antihazing documentation to student organizations, athletic teams, or living groups would cost approximately \$5,000 per year.

Eastern would utilize electronic training developed to provide to all employees, student employees and volunteers at the beginning of each year or academic term, as applicable.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2022	FY 2023	2021-23	2023-25	2025-27
001-1	General Fund	State	0	42,500	42,500	85,000	85,000
Total \$			0	42,500	42,500	85,000	85,000

III. B - Expenditures by Object Or Purpose

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years		0.5	0.3	0.5	0.5
A-Salaries and Wages		26,250	26,250	52,500	52,500
B-Employee Benefits		11,250	11,250	22,500	22,500
C-Professional Service Contracts					
E-Goods and Other Services		5,000	5,000	10,000	10,000
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	0	42,500	42,500	85,000	85,000

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2022	FY 2023	2021-23	2023-25	2025-27
Program Specialist	52,500		0.5	0.3	0.5	0.5
Total FTEs			0.5	0.3	0.5	0.5

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Identify acquisition and construction costs not reflected elsewhere on the fiscal note and describe potential financing methods

NONE

IV. D - Capital FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part IVB*

NONE

Part V: New Rule Making Required

Individual State Agency Fiscal Note

Bill Number: 1751 2S HB	Title: Hazing prevention	Agency: 375-Central Washington University
--------------------------------	---------------------------------	--

Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2022	FY 2023	2021-23	2023-25	2025-27
Account					
General Fund-State 001-1	0	20,000	20,000	40,000	40,000
Total \$	0	20,000	20,000	40,000	40,000

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact . Factors impacting the precision of these estimates , and alternate ranges (if appropriate) , are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☐ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete entire fiscal note form Parts I-V.
- ☒ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 02/07/2022
Agency Preparation: Erin Sargent	Phone: 509-963-2395	Date: 02/10/2022
Agency Approval: Lisa Plesha	Phone: (509) 963-1233	Date: 02/10/2022
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/11/2022

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Briefly describe by section number, the significant provisions of the bill, and any related workload or policy assumptions, that have revenue or expenditure impact on the responding agency.

2S HB 1751 adds section 3 which requires each public institution of higher education to establish an anti-hazing prevention committee, which shall consist of a minimum of six members including a designated chair appointed by the president, with 50% of the remaining positions filled by students, one of which from a student organization, athletic team, or living group, and the other 50% shall include at least one faculty or staff member and one parent or legal guardian of a current student.

S HB 1751 makes the following changes that impact CWU :

- Removes language requiring parents and guardians to receive the training (Section 2);
- Incorporates the education program in all new student orientation sessions and requires the program to be posted online for parents, guardians, and volunteers (Section 2);
- Removes requirements regarding verification of attendance, and the language regarding students joining athletic teams, living groups, or student organizations (Section 2); and
- Removes the requirement of the dedicated website (section 3)

2S HB 1751:

Section 1: Amended Section – Enhances the definition of the term “hazing” to include any act committed as part of recruitment, pledging, or affiliation with a student organization, athletic team, or living group that is likely to harm. The section now also provides examples of hazing including causing, directing, coercing, or forcing a person to consume food, liquid, alcohol, drug, or other substances which could subject the person to harm, regardless of the person’s willingness.

Section 2: New Section – (1) establishes that each institution shall prohibit hazing in its code of conduct for on and off campus students. (2) beginning in Fall 2022 all students will receive an educational program regarding hazing, and the program must be provided during new student orientation.

Section 3: New Section - Requires each public institution of higher education to establish an anti-hazing prevention committee, which shall consist of a minimum of six members including a designated chair appointed by the president, with 50% of the remaining positions filled by students, one of which from a student organization, athletic team, or living group, and the other 50% shall include at least one faculty or staff member and one parent or legal guardian of a current student.

Section 4: New Section – Establishes that (1) beginning with the 2022-23 year, all institutions will publicly report any violations by any student organization, athletic team, or living group of the public or private institution of higher education's code of conduct, anti-hazing policies, or state or federal laws relating to hazing or offenses related to alcohol, drugs, sexual assault, or physical assault. (2) The report will include organization name, all relevant dates, description, and any sanctions imposed, and (3) should not include and personal identifying information. (4) Reports should be published on the websites, (5) maintained for five years, and updated annually at least 45 days prior to the start of each fall and at least 10 days before the start of all other terms.

Section 5: New Section – Establishes (1) the requirements for employees, including student employees, to receive hazing prevention training, which should be conducted annually and for new employees. (2) employees are required to report any instance of hazing, and (3)(4)(5) reasonable cause must be exercised in the event a person has witnessed or believes hazing has occurred, and that person may not be punished for the hazing unless directly involved.

Section 6: New Section – Relates to social fraternity and sorority organizations and does not pertain to CWU.

II. B - Cash receipts Impact

Briefly describe and quantify the cash receipts impact of the legislation on the responding agency, identifying the cash receipts provisions by section number and when appropriate the detail of the revenue sources. Briefly describe the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explain how workload assumptions translate into estimates. Distinguish between one time and ongoing functions.

II. C - Expenditures

Briefly describe the agency expenditures necessary to implement this legislation (or savings resulting from this legislation), identifying by section number the provisions of the legislation that result in the expenditures (or savings). Briefly describe the factual basis of the assumptions and the method by which the expenditure impact is derived. Explain how workload assumptions translate into cost estimates. Distinguish between one time and ongoing functions.

While the majority of the costs will be absorbed, the actual training program will be an online delivered anti-hazing product. Based on the current language of the bill it is unclear if a more targeted training would be required for student athletes and employees. CWU estimates the cost of the basic license at \$20,000 per year, beginning in FY23, which would provide CWU students with an anti-hazing educational program, and potentially two additional modules of \$5,000 each to cover the targeted training for employees and athletes. Total cost for the delivered training product could be \$30,000 annually if the additional modules were required.

Sections 2 and 5 require a delivered anti-hazing training for all students during new student orientations, as well as annually for all employees and at the beginning of each academic term for new hires. Section 4 provides the requirement for CWU to report actual findings of violations beginning with the 2022-2023 academic year of all offenses related to alcohol, drugs, sexual assault, or physical assault. The reports are to be included on the website in a prominent and easily accessible location, and maintained for five years.

CWU currently has mechanisms in place to track student and employee training, and expects to absorb the costs associated with training at no additional cost. Additionally, there have not been any reported incidents of hazing in at least the last five years, and we do not expect there to be any significant costs associated with tracking, reporting, and maintaining the disclosure of those incidents.

CWU does not anticipate any additional effort will be required in order to incorporate the changes in S HB 1751. In addition to the previously stated impacts, it should be noted that CWU does not currently provide a delivered anti-hazing training, which allows us some flexibility when selecting vendors. Unlike other institutions that are already contracted with an anti-hazing training product, CWU would be able to ensure that the product we purchase has an option for public access to accommodate the requirement for parent and volunteer training.

CWU does expect an indeterminate impact from the requirements in section 3 that state each public institution of higher education is to establish an anti-hazing prevention committee, which shall consist of a minimum of six members including a designated chair appointed by the president, with 50% of the remaining positions filled by students, one of which from a student organization, athletic team, or living group, and the other 50% shall include at least one faculty or staff member and one parent or legal guardian of a current student. We would expect any faculty time served on the committee to be at an overload rate with is \$1,077/Work Load Unit plus 33% benefits, however it is not clear how many, if any, faculty members would be on the committee, or what the time requirements would be.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2022	FY 2023	2021-23	2023-25	2025-27
001-1	General Fund	State	0	20,000	20,000	40,000	40,000
Total \$			0	20,000	20,000	40,000	40,000

III. B - Expenditures by Object Or Purpose

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years					
A-Salaries and Wages					
B-Employee Benefits					
C-Professional Service Contracts		20,000	20,000	40,000	40,000
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	0	20,000	20,000	40,000	40,000

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part I and Part IIIA*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Identify acquisition and construction costs not reflected elsewhere on the fiscal note and describe potential financing methods

NONE

IV. D - Capital FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part IVB*

NONE

Part V: New Rule Making Required

Individual State Agency Fiscal Note

Bill Number: 1751 2S HB	Title: Hazing prevention	Agency: 376-The Evergreen State College
--------------------------------	---------------------------------	--

Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years	0.0	0.3	0.1	0.3	0.3
Account					
General Fund-State 001-1	0	27,422	27,422	42,928	42,928
Total \$	0	27,422	27,422	42,928	42,928

In addition to the estimates above, there are additional indeterminate costs and/or savings . Please see discussion.

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact . Factors impacting the precision of these estimates , and alternate ranges (if appropriate) , are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☐ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete entire fiscal note form Parts I-V.
- ☒ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 02/07/2022
Agency Preparation: Laura Coghlan	Phone: (360) 867-6510	Date: 02/07/2022
Agency Approval: Laura Coghlan	Phone: (360) 867-6510	Date: 02/07/2022
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/11/2022

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Briefly describe by section number, the significant provisions of the bill, and any related workload or policy assumptions, that have revenue or expenditure impact on the responding agency .

The 2nd substitute HB 1751 2S HB makes the following changes from the 1st substitute :

Inserts a new section 3, which adds a new requirement for each public higher education institution must establish a hazing prevention committee and specifies certain specifications for committee composition.

The insertion of the new section, thus, causes the subsequent sections to be re-numbered.

HB 1751 seeks to prevent and reduce hazing at institutions of higher education.

Section 1: Amends the definition of hazing to include actions related to recruitment and affiliation with a group, explicitly adds athletic teams to the list of organization types, and elaborates the definition of physical or psychological harm to include consumption substances that subject a student to risk of harm.

Section 2(1): Requires a statement prohibiting hazing off or on campus in the student code of conduct.

Section 2(2): Beginning fall quarter 2022, the bill would require the college to provide an educational program on hazing prevention to students. The educational program may be offered in person or electronically. . The institution must incorporate the educational program as part of new student orientation sessions. The educational program must be posted on each institution's public website for parents, legal guardians, and volunteers to view.

Section 2(3): Student rights and responsibilities materials must include a statement on the college's anti-hazing policy and the dangers of hazing.

Section 3 adds a new requirement that each public higher education institution must establish a hazing prevention committee to promote and address hazing prevention.

The composition of the committee has certain specifications as follows :

- a minimum of 6 members, including a designated chair appointed by the president
- 50% of committee positions are for current students, with at least one position filled by a student from a student organization, athletic team, or living group
- the other 50% of committee positions shall include at least one faculty or staff member and one parent or legal guardian of a current student.
- student input shall be considered for committee membership
- a student who is a member of a student organization that had a finding of a hazing violation within the last 12 months may not participate in the committee.

Section 4(1-2): Beginning with fall quarter 2022, the college shall maintain and publicly report findings of violations by any student organization, athletic team, or living group of the institution's code of conduct, anti-hazing policy, or state or federal laws relating to hazing or offenses related to alcohol, drugs, sexual assault, or physical assault. Specific parameters are provided for this report.

Section 4(4): The college shall make the reports required in this section available on their websites in an easily accessible, prominent, clearly labeled location.

Section 4(5): The college shall maintain the reports as they are updated for five years, and post updates on their website at least 45 calendar days before the start of fall quarter and at least 10 days before the start of all other academic terms.

Section 5(1): Beginning in fall quarter 2022, the college is required to provide hazing prevention education to employees, including student employees on hazing prevention and the institution's anti-hazing policy. The training may be provided in person or electronically. The training must be provided at the beginning of each academic year, and for new employees at the beginning of each academic term.

Section 5(2): If, in the course of employment or volunteer service, any employee has reasonable cause to suspect hazing has occurred, they are required to report to a designated authority at the college.

Section 5(3): "Reasonable cause" is defined as witnessing hazing, receiving a credible report alleging hazing or a potential or planned hazing activity.

Section 5(4): A person who makes a report in good faith may not be sanctioned or punished for the violation of hazing unless they were directly involved in planning, directing, or carrying out the reported hazing activity.

Section 5(5): Nothing in this section shall preclude a person from independently reporting suspected hazing activity to law enforcement.

Section 5(6): As used in this section, "employee" means a person who is receiving wages from the institution of higher education and is in a position with direct ongoing contact with students in a supervisory role or position of authority. "Employee" does not include a person employed as medical staff or with an affiliated organization, entity, or extension of a postsecondary educational institution, unless the employee has a supervisory role or position of authority over students. "Employee" does not include confidential employees.

Section 6: This section creates new requirements that are specific to social sororities and fraternities. Evergreen does not have this type of student organization, so section 6 does not impact the college.

II. B - Cash receipts Impact

Briefly describe and quantify the cash receipts impact of the legislation on the responding agency, identifying the cash receipts provisions by section number and when appropriate the detail of the revenue sources. Briefly describe the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explain how workload assumptions translate into estimates. Distinguish between one time and ongoing functions.

II. C - Expenditures

Briefly describe the agency expenditures necessary to implement this legislation (or savings resulting from this legislation), identifying by section number the provisions of the legislation that result in the expenditures (or savings). Briefly describe the factual basis of the assumptions and the method by which the expenditure impact is derived. Explain how workload assumptions translate into cost estimates. Distinguish between one time and ongoing functions.

Section 2 fiscal impact:

In order to accomplish the required education program for students, we would hope to contract with the same vendor with whom we currently have contracts for required Title IX and diversity/equity/inclusion training. That vendor provided a current estimate of \$4,000 annually for a contract to provide this additional hazing prevention module. The use of this same system allows integration of student participation tracking with other student requirements.

A new indeterminate cost is introduced in the substitute in sec. 2 (2) related to the new requirement that "the educational program must be posted on each institution's public website for parents, legal guardians, and volunteers to view. The current training module vendor noted above explicitly prohibits publicly posting their intellectual property. If an alternative approach, such as posting an outline of the educational program was not permitted, then there is additional indeterminate expense of identifying and securing a new vendor who is willing to have their material posted on a public website.

Section 3 fiscal impact:

We estimate that we would need an additional .25 FTE Program Coordinator to recruit and coordinate the hazing prevention committee, according to the group composition parameters in the bill. This position would also provide support for the website updates required in section 4. A .25 Program Coordinator costs \$12,474 salary, and \$4,990 benefits, for a total of \$17,464.

Section 4 fiscal impact:

Existing laws already require annual posting, reporting, and notification of certain types of crimes and violations. We assume that the new public reports required in section 3 could be aligned in a similar location on the college website as the existing reports and that the additional workload up updating the investigation site could be handled among the duties of the .25 FTE Program Coordinator noted above in Section 3 impact.

Section 5 fiscal impact:

We would implement the required employee training by creating a new module in the Canvas learning platform that we currently use in our staff on-boarding and orientation program to cover other policies and requirements and to track completion. Development of the Canvas module would require one-time funds to pay for curriculum development, and we imagine that we would hire a faculty member as a special project assignment to create the module. Based on an assumption of 80 hours to build the module, at the average hourly rate for a faculty member of \$56 /hr, and average faculty benefit rate of 33%, we estimate a cost of \$5958 to pay for faculty support, (\$4480 salary; \$1478 benefits). The training could then be provided at the beginning of each academic year, and for new employee at the beginning of each term as required by the bill; but it would also would be built-in to existing new employee on-boarding as they begin employment, since recruitment and hiring occurs on an ongoing basis, not just at the start of an academic term.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2022	FY 2023	2021-23	2023-25	2025-27
001-1	General Fund	State	0	27,422	27,422	42,928	42,928
Total \$			0	27,422	27,422	42,928	42,928

In addition to the estimates above, there are additional indeterminate costs and/or savings . Please see discussion.

III. B - Expenditures by Object Or Purpose

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years		0.3	0.1	0.3	0.3
A-Salaries and Wages		16,954	16,954	24,948	24,948
B-Employee Benefits		6,468	6,468	9,980	9,980
C-Professional Service Contracts					
E-Goods and Other Services		4,000	4,000	8,000	8,000
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	0	27,422	27,422	42,928	42,928

In addition to the estimates above, there are additional indeterminate costs and/or savings . Please see discussion.

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2022	FY 2023	2021-23	2023-25	2025-27
Program Coordinator	49,895		0.3	0.1	0.3	0.3
Total FTEs			0.3	0.1	0.3	0.3

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Identify acquisition and construction costs not reflected elsewhere on the fiscal note and describe potential financing methods

NONE

IV. D - Capital FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part IVB*

NONE

Part V: New Rule Making Required

Individual State Agency Fiscal Note

Bill Number: 1751 2S HB	Title: Hazing prevention	Agency: 380-Western Washington University
--------------------------------	---------------------------------	--

Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years	0.0	0.8	0.4	0.4	0.4
Account					
General Fund-State 001-1	0	66,475	66,475	48,950	48,950
Total \$	0	66,475	66,475	48,950	48,950

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact . Factors impacting the precision of these estimates , and alternate ranges (if appropriate) , are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☐ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete entire fiscal note form Parts I-V.
- ☒ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 02/07/2022
Agency Preparation: Kristen Stouder	Phone: (360) 650-2811	Date: 02/10/2022
Agency Approval: Faye Gallant	Phone: 3606504762	Date: 02/10/2022
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/11/2022

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Briefly describe by section number, the significant provisions of the bill, and any related workload or policy assumptions, that have revenue or expenditure impact on the responding agency.

2 SHB 1751 intends to prevent and reduce instances of hazing acts through mandatory training programs at institutions of higher education. The only change in the second substitute compared to the first substitute bill is the addition of the hazing prevention committee in Section 3. Otherwise, our costs are the same. Our summary is updated below to reflect changes in the second substitute bill.

Section 2 contains requirements for a hazing-prevention training for students at institutions of higher education. The program must begin in fall of 2022 and be offered as part of new student orientation. The program can be in person or electronic. The anti-hazing program must also be made available on the institution's public website for parents, legal guardians, or volunteers to view.

Section 3 is new to the second substitute. This section requires the establishment of a hazing prevention committee. The chair of the committee must be appointed by the university president. The committee must be comprised of at least 6 individuals, 50% of the appointments must be filled by students. In addition, there must be one faculty or staff representative and at least one parent or legal guardian serving on the committee.

Section 4 contains requirements on the mandatory reporting of violations and there are no changes to this section from prior versions of the bill. This section requires that beginning in AY2022-23, each institution must publicly report actual findings of violations to the institution's code of conduct, antihazing policies, or state or federal laws for hazing or other offenses. The report must be available on the institution's website. Only those investigations that result in formal findings of violations should be included.

Section 5 of 2SHB 1751 requires that institutions of higher education must provide anti-hazing training to every employee and student employee beginning with academic year 2022. The program can be in-person or electronic. The training must be provided annually for all employees, with options available for new employees at the beginning of each term.

Section 6 does not apply to WWU, because WWU does not have fraternity or sorority organizations.

Section 8 contains a null and void clause for the act if specific appropriations are not made to implement requirements of the bill.

II. B - Cash receipts Impact

Briefly describe and quantify the cash receipts impact of the legislation on the responding agency, identifying the cash receipts provisions by section number and when appropriate the detail of the revenue sources. Briefly describe the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explain how workload assumptions translate into estimates. Distinguish between one time and ongoing functions.

II. C - Expenditures

Briefly describe the agency expenditures necessary to implement this legislation (or savings resulting from this legislation), identifying by section number the provisions of the legislation that result in the expenditures (or savings). Briefly describe the factual basis of the assumptions and the method by which the expenditure impact is derived. Explain how workload assumptions translate into cost estimates. Distinguish between one time and ongoing functions.

Section 2: Student anti-hazing training: No fiscal impact.

Given the relatively low rates of reported hazing incidents at WWU, our institution would elect to use an electronic delivery method for the hazing-prevention training instead of an in-person training approach. WWU currently requires students to complete a suite of mandatory trainings at enrollment through online access to trainings through our vendor Get Inclusive. Our existing software license with Get Inclusive includes access to a hazing-prevention training module that can be delivered to students at no additional cost. However, should our existing agreement change such that WWU would need to

use a different vendor or purchase a separate module to meet requirements of this bill in future years, WWU would incur the costs of that software purchase. We have not included these costs in this fiscal note but our existing agreement with Get Inclusive is \$40,000 for three years, or approximately \$13,000 per year.

Consistent with SHB 1751, the second substitute no longer contains the requirement that students complete the anti-hazing training prior to engagement in any student organization activity. Because of this, we believe administration and verification of completion of this training module can occur within WWU's current processes and result in no additional cost to the institution. We have removed costs associated with the additional FTE previously needed for the verification process that were described in our fiscal note for HB 1751.

However, 2SHB 1751 requires that institutions must post the educational training program publicly online so that parents, legal guardians, and volunteers can view the training. WWU staff have verified with our current vendor that public posting of the anti-hazing training module can be made available under current contract agreements at no additional cost through providing a self-enrollment link. Therefore, WWU can meet requirements of the bill as written with our existing contract but with the caveat that this agreement may not extend into the future. Should vendor contract agreements change or should WWU need to use a different vendor, it is possible WWU would incur additional costs of purchasing a software package. We are unaware of any vendors except Get Inclusive that will even allow posting of proprietary materials, which would make compliance with this legislation extremely difficult. If posting of content framework and anti-hazing resources is sufficient to meet requirements of this bill, WWU would again be able to meet this requirement with no additional cost - but we are unable to determine if this assumption meets requirements of the bill.

Section 3: Establishment of the hazing prevention committee: \$17,875 in salaries & benefits annually, beginning FY23.

WWU assumes that participating committee members would not be compensated for the committee involvement, however, there would be the additional need of .25FTE of a Program Coordinator (average annual salary = \$50,000, benefits rate = 43%) annually beginning in FY23 to coordinate coordinating work of the committee, provide assistance in developing training materials, and organize outreach activities.

Section 4: Mandatory reporting of findings of violation: No fiscal impact.

WWU has relatively low incidents of the nature described in this section, with the last known reported incident prior to 2010. We anticipate that there may be an increase in the number of incidents reported due to increased education and awareness on these topics. Such costs related to this activity is unknown at this time, but anticipated to be absorbed with existing staff resources.

Section 5: Employee hazing-prevention training: \$48,600 in salaries & benefits for FY23, \$6,600 recurring.

WWU would prefer to use a software product for the mandated hazing-prevention training for employees, however, at this time we are unaware of a suitable product that would be appropriate. In lieu of a software module, at this time WWU assumes that we would develop a suitable training in-house and provide the training to all employees during Fall 2022, and all new employees in subsequent terms. We anticipate the development of this training program will require 0.5FTE of a Senior Compliance Specialist (annual salary \$64,000, benefits rate of 31% for a total of \$42,000) during FY23 to develop and deploy this training in coordination with additional subject matter experts. Additionally, we anticipate the need of 0.1FTE of an Administrative Assistant IV (annual salary \$46,000, benefits rate of 43%, for a total of \$6,600 per year, recurring, beginning in FY23) to assist in the verification of employee program completion and continue ongoing administration of the training.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2022	FY 2023	2021-23	2023-25	2025-27
001-1	General Fund	State	0	66,475	66,475	48,950	48,950
Total \$			0	66,475	66,475	48,950	48,950

III. B - Expenditures by Object Or Purpose

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years		0.8	0.4	0.4	0.4
A-Salaries and Wages		49,100	49,100	34,200	34,200
B-Employee Benefits		17,375	17,375	14,750	14,750
C-Professional Service Contracts					
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	0	66,475	66,475	48,950	48,950

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2022	FY 2023	2021-23	2023-25	2025-27
Administrative Assistant IV	46,000				0.1	0.1
Program Coordinator	50,000		0.3	0.1	0.3	0.3
Senior Compliance Specialist	64,000		0.5	0.3		
Total FTEs			0.8	0.4	0.4	0.4

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Identify acquisition and construction costs not reflected elsewhere on the fiscal note and describe potential financing methods

NONE

IV. D - Capital FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part IVB*

NONE

Part V: New Rule Making Required

Individual State Agency Fiscal Note

Bill Number: 1751 2S HB	Title: Hazing prevention	Agency: 699-Community and Technical College System
--------------------------------	---------------------------------	---

Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2022	FY 2023	2021-23	2023-25	2025-27
Account					
General Fund-State 001-1	0	170,000	170,000	340,000	340,000
Total \$	0	170,000	170,000	340,000	340,000

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact . Factors impacting the precision of these estimates , and alternate ranges (if appropriate) , are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☒ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete entire fiscal note form Parts I-V.
- ☐ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia , complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 02/07/2022
Agency Preparation: Brian Myhre	Phone: 360-704-4413	Date: 02/07/2022
Agency Approval: Cherie Berthon	Phone: 360-704-1023	Date: 02/07/2022
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/11/2022

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Briefly describe by section number, the significant provisions of the bill, and any related workload or policy assumptions, that have revenue or expenditure impact on the responding agency .

The second substitute bill differs from the substitute in the following ways :
Requires each public Institutions of Higher Education to establish a hazing prevention committee to promote and address hazing prevention.

This change would not change the fiscal impacts when compared to the prior bill.

This bill would expand the definition of ‘hazing” at institutions of higher education and include athletic teams under requirements in the bill. Social fraternity and sorority organizations would be subject to additional notification and reporting requirements concerning incidents of hazing.

SECTION 1

The current definition of hazing would be revised to include causing, directing, coercing or forcing a person to consume any food, liquid, alcohol, drug or other substance which subjects the person to risk of bodily danger, physical harm, or serious psychological or emotional harm to any student or person attending a public or private institution of higher education or postsecondary institution in the state.

SECTION 2

Each public and private institution of higher education shall prohibit in its code of conduct hazing off campus as well as on campus.

Beginning with the 2022 fall term, each public and private institution of higher education shall provide students with an educational program on hazing and the dangers of and prohibition on hazing, which shall include information regarding hazing awareness, prevention, intervention, and the institution's policy on hazing. The program must be part of new student orientation sessions. The program must be posted on an institutions website for parents, legal guardians and volunteers to view.

SECTION 3

Each public Institutions of Higher Education would be required to establish a hazing prevention committee to promote and address hazing prevention.

The committee is to have a minimum of six members. Half of the members would be students with at least one from a student organization, athletic team, or living group. The other half shall include at least one faculty or staff member and one parent or legal guardian of a student currently enrolled at the institution.

SECTION 4

Beginning with the 2022-23 academic year, each public and private institution of higher education shall publicly report findings of violations by any student organization, athletic team, or living group of the institutions’ code of conduct, anti-hazing policies, or state or federal laws relating to hazing or offenses related to alcohol, drugs, sexual assault, or physical assault. Public and private institutions of higher education shall make reports under this section available in a prominent location on their websites.

SECTION 5

Beginning in the 2022 fall academic term, each public and private institution of higher education shall provide hazing prevention education on the signs and dangers of hazing as well as the institution's prohibition on hazing to employees of the institution, either in person or electronically. The training shall be provided at the beginning of each academic year and for new employees at the beginning of each academic term.

II. B - Cash receipts Impact

Briefly describe and quantify the cash receipts impact of the legislation on the responding agency, identifying the cash receipts provisions by section number and when appropriate the detail of the revenue sources. Briefly describe the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explain how workload assumptions translate into estimates. Distinguish between one time and ongoing functions.

No cash receipts impact.

II. C - Expenditures

Briefly describe the agency expenditures necessary to implement this legislation (or savings resulting from this legislation), identifying by section number the provisions of the legislation that result in the expenditures (or savings). Briefly describe the factual basis of the assumptions and the method by which the expenditure impact is derived. Explain how workload assumptions translate into cost estimates. Distinguish between one time and ongoing functions.

Sections 2 and 4 of the bill would require institutions of higher education to provide students and employees with an educational program on hazing awareness and prevention. The training can be provided in person or electronically. In addition, the educational program must be posted on the institutions' website for parents, legal guardians and volunteers to view.

Based on training modules offered to students and employees for other training, it is estimated that costs would be \$5,000 per college.

Total cost for the community and technical college system would be :

FY23 - \$5,000 X 34 = \$170,000 onward

Section 3

Each public Institutions of Higher Education would be required to establish a hazing prevention committee to promote and address hazing prevention. Establishing and administering the committee can be accomplished within existing resources.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2022	FY 2023	2021-23	2023-25	2025-27
001-1	General Fund	State	0	170,000	170,000	340,000	340,000
Total \$			0	170,000	170,000	340,000	340,000

III. B - Expenditures by Object Or Purpose

	FY 2022	FY 2023	2021-23	2023-25	2025-27
FTE Staff Years					
A-Salaries and Wages					
B-Employee Benefits					
C-Professional Service Contracts		170,000	170,000	340,000	340,000
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	0	170,000	170,000	340,000	340,000

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part I and Part IIIA*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact**IV. A - Capital Budget Expenditures**

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Identify acquisition and construction costs not reflected elsewhere on the fiscal note and describe potential financing methods

NONE

IV. D - Capital FTE Detail: *List FTEs by classification and corresponding annual compensation . Totals need to agree with total FTEs in Part IVB*

NONE

Part V: New Rule Making Required