

## **Guideline G6-400A: Hazing Guideline**

Policy 6-400 includes engaging in hazing as a violation of the student behavior standards. This guideline provides the University community additional guidance on the types of situations and activities that comprise hazing.

Hazing includes an activity that meets the definition of hazing in Policy 6-400. These activities include but are not limited to:

- brutality of a physical nature, such as paddling, whipping, beating, branding, forced calisthenics, exposure to the elements or harmful environments (temperature, noise, size, air quality, etc.);
- forced or coerced consumption of any food, liquid, alcoholic beverage, drug or other substance, or any other forced physical activity that would subject the individual to physical harm or mental stress, such as sleep deprivation, forced exclusion from social contact;
- forced or coerced conduct which could result in embarrassment, shame, humiliation, illegality or any other activity which would adversely affect the mental health, dignity, and/or academic performance and success of the individual; and

Hazing may be exercised through direct action against another or through indirect action by encouraging and/or influencing another individual to commit or participate in an act of hazing. In addition, a failure to address and/or report an act of hazing committed against another individual may also be considered a violation of the student behavior standards.

The implied or expressed consent of any person toward whom an act of hazing is directed is not a defense. Assertions that the conduct or activity was/was not part of an official organizational, team or group event or was/was not officially sanctioned or approved by the organization, team or group are also not a defense.

Any group, team or organization may be held accountable for the actions of any of its members if a member violates the hazing student behavior standard. Group misconduct need not be officially approved by the entire membership in order to be considered

grounds for possible disciplinary action against the group. There is no minimum number of group members who must be involved in an incident before disciplinary action may be taken against the entire group. In some instances, the conduct of a single member may provide sufficient grounds for action against the entire group. An appropriate but not exhaustive test to determine whether a group may be held accountable for the conduct of individuals is to ask whether it is likely that the individuals would have been involved in the incident if they were not members of the group, team or organization or, if, by association with the group the incident was encouraged, fostered, or negligently allowed.

### **Categories of Hazing**

Hazing falls into three categories: subtle, harassment, and violent. It is impossible to list all possible hazing behaviors because many are context-specific. While this is not an all-inclusive list, it provides some common examples of traditions that may be hazing, and therefore violate the student behavior standards.

#### **Subtle Hazing:**

Activities and/or behaviors that emphasize a power imbalance between members of the group, organization or team. Termed “subtle hazing” because these types of hazing are often taken-for-granted or accepted as “harmless”, “tradition” or meaningless. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place members on the receiving end of ridicule, embarrassment, and/or humiliation. Members often feel the need to endure subtle hazing to feel like part of the group, organization or team.

#### **Examples:**

- Deception or misleading information, acts or expectations
- Social isolation: Actively ignoring or preventing interactions with other group members
- Depriving privileges granted to other members
- Required silence periods with implied threats for violation

- Requiring individuals to carry items for others for no constructive purpose (books, handbooks, paddles, weapons, bricks, etc.); expecting said items to always be in one's possession; requiring obtaining signatures of members or others on said items
- Stealing or withholding items (i.e. membership books, pins, attire) with the expectation of an act necessary to have item returned (i.e. acts of servitude, performance, gifts, or compensation)
- Expectation to perform personal service for other members such as carrying books, running errands, driving, laundry, cooking or cleaning, purchasing items on another's behalf, completing another's academic assignments, etc. that is not an expectation of all members.
- Requiring the removal, damage or stealing of property
- Name calling, demeaning or derogatory nicknames
- Attempting to instill fear related to specific events (i.e. initiation, Big/Little, etc.)
- Requiring the formal addressing of members with titles (Mr./Miss/Sir) and/or subservient behavior (not permitted to make eye contact, use names, etc.)

### **Harassment Hazing:**

Activities and/or behaviors that would have the tendency to cause emotional anguish or physical discomfort in order to feel like part of the group. Harassment hazing confuses, frustrates, and causes undue stress. Some types of harassment hazing can also be considered violent hazing.

### **Examples:**

- Verbal abuse, threats or implied threats
- Requiring morally or ethically questionable quests, treasure hunts, scavenger hunts or similar activities
- Stunts, skits, chants or performances by oneself or with a small group of others with degrading, crude or humiliating acts; activity not related to event, athletic competition or membership
- Required to wear humiliating or embarrassing attire

- Sleep deprivation
- Line-ups, quizzing and/or experiences held under pressure or during uncomfortable situations that require knowledge of information unrelated, meaningless or not necessary for organizational membership with no constructive or educational purpose
- Forced or coerced physical activity which creates excessive fatigue
- Sexual simulations or required viewing of sex acts
- Required harassment of others
- Interfering with personal hygiene schedules
- Interfering with an individual's ability to maintain and uphold academic expectations, preparation, schedule and standards
- Requiring behavior that disrupts community or University activities

**Violent Hazing:**

Activities and/or behaviors that have the potential to cause physical and/or emotional, or psychological harm.

**Examples:**

- Forced or coerced alcoholic or non-alcohol beverage consumption, drug consumption or consumption of a vile substance
- Deprivation of food, water or resources necessary for physical, emotional or mental wellness
- Beating, paddling, burning, branding or other forms of assault
- Forced or coerced abuse or mistreatment of animals.
- Exposure to extreme weather or environments without appropriate clothing or protection
- Abduction/kidnap
- Forced or coerced sexual acts or violations (w/ self or others)
- Public nudity
- Bondage
- Expecting illegal activity

## **Contacts**

For questions or more information contact the Office of the Dean of Students

## **History**

Revision History.

- A. Current version. Revision 0. Effective August 15, 2023