

# Hazing

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## Hazing Policy, Procedure and Resource Guide

- Definitions of key terms used in the policy
- Hazing Laws
- Procedural considerations
- Reporting options
- Additional Information & Procedures

## Terms

**Cease and Desist Order:** A formal directive issued by a University administrative staff member instructing a student organization to stop all activity immediately.

**Group:** A number of persons who are associated with the University and each other, but who have not registered, or are not required to register, as a student organization (e.g. athletic teams, musical or theatrical ensembles, academic or administrative units).

**Organization:** A number of persons who are associated with each other and who have registered with the University as a student organization under the Center Student Involvement for policies for recognized student organizations.

**Participants:** For the purposes of the hazing policy 'participants' is defined as any student who directly/indirectly partakes in a prohibited act by leading, encouraging, witnessing or condoning the act in any manner. Failure to stop or report these actions as a bystander/witness may bring charges upon the individual.

## Procedural Considerations

- Charters/Constitutions and Bylaws  
Requiring or implying requirement to participate in any act that violates the Code of Conduct; CSI policies for recognized student organizations; local/state/federal law; a student organization's charter/constitution/by-laws; the constitution/bylaws of the National Pan-Hellenic Council, National Panhellenic Conference, or North-American Interfraternity Conference; or rules of the Division of Athletics, NCAA, sport clubs or intramurals is prohibited.
- Concurrent Legal Charges  
Many violations of the Code of Conduct are also violations of Ohio law. However, students are not generally charged with both the specific Code of Conduct and laws & statutes unless there is a possible law violation that is not covered elsewhere in the Code of Conduct. Students may find themselves charged through the criminal justice system for incidents that have also been attributed to violations at the University. In these cases, the University will generally proceed with the Student Conduct System concurrently with the legal system. The University does not offer legal advice/counsel to students facing criminal charges.
- Individual Student Charges  
In cases where the activity is performed by an individual member of the student organization, the organization may be held responsible as a whole. Individual students may be charged separately through the Conduct Process as well. Delegating or requesting another group or individual to perform the act in your place will bring charges of hazing to the requesting group as well as the group or individuals performing the act, regardless of affiliation.
- Safety Concerns for Students who Report Hazing  
Students who report possible hazing incidents will not be subject to individual charges of policy violations by the University if those violations were a direct result/cause/effect of the hazing.

Additionally, the University will make reasonable accommodations so the reporting party can continue their academic pursuits. These accommodations include, but are not limited to, alternative housing, no contact orders and academic accommodations. Any student who is concerned for their safety due to ongoing hazing or fear of retribution should consider speaking with a University staff member to gain an understanding of the services that can be made available in their situation.

### **Hazing Laws**

- §2903.31 Hazing; recklessly participating or permitting
  - (A) As used in this section, "hazing" means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person.
  - (B) (1) No person shall recklessly participate in the hazing of another.
    - (2) No administrator, employee, or faculty member of any primary, secondary, or post-secondary school or of any other educational institution, public or private, shall recklessly permit the hazing of any person.
  - (C) Whoever violates this section is guilty of hazing, a misdemeanor of the fourth degree.

### **Reporting Hazing and Contact Numbers for Assistance**

- Emergency: In a medical or other emergency of any kind, immediately dial 911 or contact Public Safety at 937-229-2121.
- Non-Emergency: For additional assistance and in a non-emergent situation, contact the University of Dayton through any one of the following offices.
  - a. University Police, 927-229-2121
  - b. Office of Community Standards & Civility, 937-229-4627 or by submitting an online report at [udayton.edu/studev/civility](http://udayton.edu/studev/civility)
  - c. Dean of Students Office, 937-229-1212
  - d. Assistant Vice President for Student Development, 937-229-2229
  - e. Center for Student Involvement, 937-229-3333
  - f. Greek Life, 937-229-4114
  - g. Division of Athletics, 937-229-4404
  - h. Recreational Sports/Sport Clubs, 937-229-2731
  - i. Speak to a Resident Assistant or other staff member in an on campus living area.
- Other: When an uncertain situation arises at any point, contact your group/organization adviser, who can be a liaison and connect you with additional resources. He/she may help you report emergencies or non-emergencies to the appropriate authorities.

### **Additional Resources for Hazing Prevention**

As individuals, groups and organizations work to prevent situations that encourage or engender hazing behaviors, we must all come together and share positive resources to help this cause. Many local and national organizations, along with campus contacts, are positive sources of information and outreach.

- HazingPrevention.org: A national organization dedicated to its mission to empower people to prevent hazing in college and university student groups ([hazingprevention.org](http://hazingprevention.org)).
- StopHazing.org: A comprehensive site for current literature and media available to students, as well as updates on state laws that are applicable for individuals and groups ([stophazing.org](http://stophazing.org)).

- Limberlost Consulting: This external consulting firm works with campuses, chapters, groups, corporations and boards providing strategic planning, consulting and presentation advising for many topical areas in higher education, including current practices in hazing prevention. (limberlostconsulting.com)
- Group/organization adviser: Groups and organizations have advisers trained to assist in education, prevention and response. Your adviser can be called upon to help interpret appropriate practices for all individual and group/organization behavior.
- Student Organization Resource Guide: Each year, CSI publishes an updated Student Organization Resource Guide to inform student organizations and their advisers of the guidelines, policies and procedures regarding hosting events, travel and finances. In collaboration with campus partners, CSI has continued to adhere to best practices in regard to safety and security, institutional and organizational reputation and value congruency with organizational mission.
- Community Standards and Civility (CS&C): CS&C staff members are trained in hazing prevention measures. Contact the office at 937-229-4627 to speak with someone to schedule a hazing prevention presentation for a group/organization meeting.
- Center for Student Involvement (CSI): CSI staff members are trained in hazing prevention measures, inclusive of those who are specifically trained to work with values-based Greek organizations local to the University of Dayton in the Interfraternity Council (IFC), National Pan-Hellenic Council (NPHC) and women's College Panhellenic Council (Panhellenic). Contact CSI at 937-229-3333 to speak with someone to schedule a hazing prevention presentation for a group/organization meeting.
- Hazing Prevention Committee: The Hazing Prevention Committee promotes awareness, education and basic skill building for the UD community, preparing alert and knowledgeable individuals who can act in situations of concern. These committee members work every day to spread this important message, #FlyersDontHaze, promote awareness of how to look for common signs of hazing, share knowledge on the impact hazing has on a community and proactively prevent, report and modify behavior.

