


<u>Policy#:</u>	SA 1.05 (4 pages)
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Approved by:	Executive Team
Signature:	
Title:	Vice President for Student Affairs
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HAZING POLICY

Neumann University students and student organizations are expected to uphold an atmosphere of respect for and sensitivity to the dignity of every person, to promote character development, to enhance the integrity of higher education, and to promote civility in society adhering to fundamental values of reverence, integrity, service, excellence and stewardship. Hazing runs counter to all these objectives and is prohibited.

Neumann University adheres to The Timothy J. Piazza Anti-Hazing Law. The Timothy J. Piazza Anti-Hazing Law defines hazing to include: Hazing, Aggravated Hazing, and Organizational Hazing. Hazing, Aggravated Hazing, and Organizational Hazing (defined below) are each prohibited by Neumann University's Policy. It shall not be a defense that the consent of a Student was sought or obtained. It is also not a defense that the conduct was sanctioned or approved by the Organization. Neumann University maintains a report of all violations of this Policy or of federal or state laws related to Hazing that are reported to the University. This report will be updated biannually on January 1 and August 1 and will post the updated report on its publicly accessible website.

Prohibition on Hazing: Neumann University strictly prohibits hazing, regardless of its form. Hazing violates the mission and values of Neumann University and is considered unlawful in the Commonwealth of Pennsylvania. No student or organization shall directly engage in hazing or indirectly encourage, aid, or assist any other person or organization in hazing. All students and other University representatives, including employees, should immediately report known or suspected hazing violations as directed herein.

Definitions:

1. Hazing

For purposes of this policy, "hazing," whether by an individual, group, or organization, is defined as any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for

continued membership in, an organization operating under the sanction of or recognized as an organization by an institution of higher education. Hazing shall NOT include reasonable and customary athletic, law enforcement, or military training, contests, competitions, or events.

Examples of prohibited hazing include, but are not limited to, the following:

- Any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics or exposure to the elements;
- Forced consumption of food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual;
- Any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual; or
- Any willful destruction or removal of public or private property.

2. Aggravated Hazing

For the purposes of this policy, the offense is “aggravated hazing” if the person commits a violation of Hazing that results in serious bodily injury or death to the Student; and

1. The person acts with reckless indifference to the health and safety of the Student; or
2. The person causes, coerces, or forces the consumption of an alcoholic liquid or Drug by the Student.

3. Organizational Hazing

For the purposes of this policy, an organization commits the offense of “organizational hazing” if the organization intentionally, knowingly, or recklessly promotes or facilitates a violation of Hazing or Aggravated Hazing.

For purposes of this policy, any activity that is a violation of state or federal law or the Student Conduct of Conduct as well as those activities described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be “forced” activity, the willingness of an individual to participate in such activity notwithstanding.

This policy applies to on and off campus behavior, whenever such behavior is deemed to constitute hazing.

Reporting Hazing: Any individual who believes he or she has been the victim of hazing, or any student, staff, or faculty member who has personally observed or has knowledge or belief of conduct that may constitute hazing, has a duty to report the possible hazing immediately. Hazing may be reported through Neumann University’s on-line incident report form at

<https://www.neumann.edu/hazing-report>. In addition, the following University personnel can be contacted to report hazing. Please provide specific information about the hazing incident to any of the following:

- Dean of Students (extension 5494)
- Director of Athletics and Recreation (extension 4728)
- Director of Housing and Residence Life (extension 5657)
- Department of Campus Safety (extension 5555)
- Assistant Dean of Students and Director of Student Engagement & Leadership (extension 5619)

Neumann University strongly encourages complainants to also report to the police all hazing that may violate criminal laws. Neumann University will assist complainants of potentially criminal hazing in notifying law enforcement authorities.

Additional Information: For more information on hazing prevention and reporting, please visit: <http://www.stophazing.org/> or <http://www.hazingprevention.org/>

Prohibition on Retaliation: It is a violation of the University's Student Code of Conduct/Community Standards and Pennsylvania law for a student to retaliate against another student or individual who has made a good faith report of hazing. Similarly, any Neumann University employee who retaliates against an individual who has made a good faith report of hazing will be subject to disciplinary action, up to and including termination.

Policy Violation Review Process: The Dean of Students or an appropriate designee monitors the implementation of this policy for students. Any questions concerning the interpretation or application of this policy should be referred to the Dean of Students for resolution. When an allegation of hazing is made, the Dean of Students, or an appropriate designee, will review the investigation, as conducted by a designated internal or external investigator. Upon initial review of the incident, per the Student Conduct Process SA 4.01, the Dean of Students or designee, may impose an interim suspension for individuals from the University, suspend University Housing Privileges, or suspend the activities, upon a student, student organization, athletic team, group, or individual members thereof, pending the outcome of the investigation. A summary of allegations will be provided by the Dean of Students to the student(s), or student leader(s) of the organization(s), group(s), or team(s) that have allegedly violated the policy, and the student(s), organization(s), group(s), or team(s) will have an opportunity to provide a responsive statement. Any student who is alleged to have engaged in hazing behavior may be subject to the Student Conduct Process SA 4.02.

Standard of Review: In cases where there is sufficient evidence that it is more likely than not that this policy has been violated, the Dean of Students will impose the Student Conduct Process upon the student, organization, group, or team. Even in cases in which the University does not

conclude that a policy violation has occurred, or that the evidence is such that a definitive conclusion cannot be reached, the University nonetheless may determine that appropriate remedial measures are necessary or advisable. Such measures may include counseling, training, and monitoring. Violation of this policy may result in referral to law enforcement authorities, in addition to any sanctions imposed by the University.

Sanctions for Students: Penalties for individual students may include, but are not limited to, denial of use of University facilities, imposition of monetary fines, imposition of probation, loss of housing privileges, suspension, or expulsion, and/or withholding of diplomas or transcripts pending compliance with the Student Conduct Process SA 4.02 or satisfying all imposed sanctions. Additionally, any person who is in violation of this policy is subject to referral to local and state authorities for legal sanctions.

Sanctions for Student Organizations or Entities: In the case of a student organization, group, team, or other entity, penalties may include, but are not limited to, revocation of permission for that organization, group, or team to operate on campus or other school property, ineligible to receive Student Government Funding, or to otherwise operate under the sanction or recognition of the University. Additionally, any person who is in violation of this policy is subject to referral to local and state authorities for legal sanctions.

Responsibility: The Dean of Students is responsible for administration of sanctions related to this policy, consistent with Student Conduct Process Policy # SA 4.02.

Appeals by Students: Student Organizations, teams or groups: Any individual student found to be in violation of this policy has the right to appeal the sanction as outlined in Student Conduct Process Policy # SA 4.02.

Appeals by Organizations or Entities: Organizations or entities found to be in violation of this policy may appeal the decision, and any sanction, to the Vice President for Student Affairs. An appeal must be submitted in writing within three business days of the date on which the party was notified of the outcome and sanction under appeal. The Vice President for Student Affairs will review the situation and notify the appealing party of his or her decision. For an organization or entity, an appeal to the Vice President for Student Affairs shall be the only avenue of appeal for decisions and sanctions involving hazing under this policy. The Vice President's determination of the issue will be final and binding.