

## HAZING POLICY

### URSULINE COLLEGE ANTI-HAZING POLICY

Ursuline College (“College”) strictly prohibits hazing of any kind. Hazing is a violation of College policy, as well as a violation of Ohio law.

Purpose of Policy. This policy informs students, employees, and others of the campus community their responsibilities regarding hazing, the College’s response to policy violations, and the resources available for addressing concerns related to hazing or suspected hazing. The vice president of student affairs has primary responsibility for enforcement of this policy. This policy is in compliance with Collin’s Law: The Ohio Anti-Hazing Act.

What is Hazing? Ohio law defines hazing as: “doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code.”

The following behaviors are expressly forbidden by Ursuline College as hazing when related to the admission, initiation, pledging, joining, or any other group-affiliation activity. The expressed or implied consent of the victim does not exempt those who violate this policy. Examples include, but are not limited to the following:

- Physical abuse of any form (paddling, whipping, choking, exposure to extreme hot or cold temperatures, excess consumption of food, alcohol, drugs, or any other substance.)
- Verbal abuse of any form (shouting, screaming, use of derogatory or obscene language, etc.)
- Mental stress of any form (sleep deprivation, exclusion from social contact, subservience, or any form of class levels of authority over others; creation of excessive fatigue); physical or emotional stress.
- Wearing apparel that is conspicuous, inappropriate, or distasteful.
- Engaging in public stunts.
- Morally degrading or humiliating games and activities.

Participating in hazing or harassment, which includes actions or situations that do or could result in mental, emotional, or physical discomfort; embarrassment; ridicule; or endangerment whether or not done with intent or by consent is prohibited by Ursuline College. The College will investigate and respond to all reports of hazing as outlined

in this policy.

Additionally, the College prohibits organizational hazing. An organization is prohibited from intentionally, knowingly, or recklessly promoting or facilitating a violation of hazing.

#### Scope and Application of Policy

This Anti-Hazing Policy applies to conduct that occurs on or off-campus, between two or more people who are affiliated with the College, or any student or other organization associated with the College regardless of if it occurs on or off campus or at a non-sanctioned event. This policy applies to all College locations, including where the College is extended to distance education, such as study abroad, service trips, experiential learning opportunities, and athletic, club sport, and other group travel.

This policy applies to all members of the College community, including faculty, staff, students, alumni, volunteers (acting in an official capacity that advise or coach student organizations and/or student groups and who have direct contact with students).

Any full or part-time employee of the College (including student employees, student assistants, and graduate assistants), or any alumni or volunteer acting in an official capacity who advises or coaches student organizations and/or student groups and who have direct contact with students shall not recklessly permit hazing to take place and shall immediately report incidents of hazing according to the procedures in this policy.

Failure to report any observed hazing incident, or improper activity believed to be in violation of the policy is prohibited conduct under this policy.

#### Reporting

To create a community free of hazing it is imperative that anyone with knowledge of hazing reports it. Ursuline College strongly encourages any victims and/or witnesses to promptly report incidents of hazing. The College takes all reports of hazing seriously and all allegations of hazing reported will be reviewed and investigated accordingly to protect everyone's health and well-being. Students and all individuals are to report hazing by contacting any of the following:

Any person can report an incident of hazing in person, by email or telephone using the contact information below:

A. Assistant Dean of Diversity (440) 684-6085 or [yolanda.king@ursuline.edu](mailto:yolanda.king@ursuline.edu)

B. Campus Security: (440) 221-9025 Confidential reports of hazing can be submitted online: <https://www.ursuline.edu/student-life/hazing-concerns>

C. Please note anonymous reports are accepted; however, the College's ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.

D. In the event of an emergency (anyone is experiencing harm or is in imminent danger) individuals should dial 911 before contacting Campus Security. For on-campus non-emergencies call campus security at 440-449-4204.

Making an intentionally false report or accusation of hazing is prohibited and may be subject to disciplinary action pursuant to the Student Code of Conduct.

**Additional Reporting Requirements for Employees and Volunteers.** Immediately upon learning of potential hazing, all employees, consultants, alumni, and volunteers of any student organization, who are acting in an official and professional capacity who receive a complaint of hazing or who observes or learns of conduct that is reasonably believed to be in violation of this policy is required to report the alleged conduct to the Assistant Dean of Diversity by calling (440) 684-6085.

In addition to the duty to report hazing to the Assistant Dean of Diversity as identified in the prior paragraph, there is also a duty to immediately report incidents of hazing to law enforcement. The contact information for the Pepper Pike Police Department is listed below:

Pepper Pike Police Department, 28000 Shaker Blvd. Pepper Pike, Ohio 44124, or emergencies, dial 911. If dialing from a campus phone, you must dial 9-911. For non-emergency calls to all divisions or personnel of the Pepper Pike Police Department, use the business line at (216) 831-8500 and the operator will direct your call.

Employees who are required by law to protect confidentiality may be exempt from this requirement. Employees who believe that there is a conflict between this reporting obligation and their legal duties to protect confidential or privileged information, should contact the Associate Dean of Student Affairs to inform the Associate Dean that a report has been made that may conflict with the employee's confidentiality obligations to facilitate a conversation with the College's legal counsel.

Failure to report incidents of hazing will result in a violation of this policy and may result in criminal charges.

**Amnesty for Reporting.** Ursuline College encourages reporting of hazing and seeks to remove any barriers to an individual making a report. The College recognizes that individuals who have been drinking or using drugs at the time of the incident may be hesitant to make a report because of potential consequences for their own conduct. Thus, individuals who report hazing or participate in a hazing investigation, will not be subject to disciplinary action by the College for their own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. Ursuline College may, however, initiate an educational discussion on the use of alcohol or other drugs or require participation in an alcohol/drug prevention training course/program. Amnesty will not be extended for any violations of Ursuline College policy other than for

alcohol/drug use. In addition, amnesty does not preclude or prevent action by police or other legal authorities.

### Procedures

Ursuline College will enforce this policy pursuant to the Student Code of Conduct Judicial Process (Section C) of the Ursuline College Student Handbook. The Assistant Dean of Diversity shall coordinate the investigation of all hazing allegations. When appropriate other college departments may handle certain aspects of the institution's response. <https://www.ursuline.edu/anti-hazing-policy>

Additionally, the Assistant Dean of Diversity will assess the need for interim measures (e.g., suspension of current group activities). Every effort will be taken to complete the investigation in a timely manner. The hazing allegation will be investigated and resolved in keeping with the Student Code of Conduct process. At this point when a formal conduct charge is made against an organization, the national or oversight organization, if any, will also be notified. Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency.

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### Sanctions

Hazing is a serious offense of Ursuline College's Student Code of Conduct and, therefore, is subject to the full range of sanctions listed in the Student Code of Conduct (Section B) of the Ursuline College Student Handbook. Other educational activities may be required as conditions of the sanction.

An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents or group in which the student is involved, or their governing bodies. Dismissal, suspension, fines, or education could be required of that organization if found in violation of the hazing policy. The College has the right to take action regardless of the actions of the governing body.

A penalty imposed by the College is in addition to a penalty imposed for violation of section 2903.31 of the Revised Code, the criminal laws of this state, or any other rules or policies to which the violator may be subject.

### Retaliation

Ursuline College prohibits retaliating against or taking adverse action towards any reporting party and/or person because of their participation in a hazing report or investigation, or related disciplinary proceeding. Any retaliatory conduct against such persons will be addressed by the College in the most serious manner, and individuals who engage in such actions will be subject to disciplinary action that may include suspension, expulsion, dismissal, termination, or removal and exclusion from the College.

### Education and Training

The College is committed to educating all students, faculty, staff, and volunteers about what hazing is, how to recognize it and steps to address it. All students, student organization members, faculty, staff, employees, volunteer advisors and coaches are required to complete hazing education as part of being a member of our community. Further, all recognized organizations must conduct mandatory training on hazing for any volunteer who has contact with students.

Any student who does not complete the educational program may not participate in any organization or group on campus including groups/organizations, athletic teams, intramural sports and/or musical ensembles until the training is complete. Continued failure to complete the training may result in a referral to the college judicial process.

For all others, failure to comply with the policy will be addressed through the appropriate college disciplinary process based on an individual's classification. Disciplinary action may vary up to and including termination of employment or the individual's volunteer position.

The Assistant Dean of Diversity, with administrative assistance from Student Affairs, will maintain a record of individuals who have completed the program. If a student is unsure if they have completed the required program, they should contact the Assistant Dean of Students at 440.684.6085 to verify their eligibility to join a student organization.

### Dissemination of Policy

The College will post this policy on its website [www.ursuline.edu](http://www.ursuline.edu), as well as email all students and provide a copy of the policy to each organization within the institution.

### Ursuline College Hazing Report.

The College will maintain a report of all violations of this Policy that are reported to the College, and which result in a charge of violation of this Policy. The College will update the report bi-annually on January 1 and August 1 of each year and will post the updated report on the College's website.

**National Online Resources** The Gordie Center - The mission of the Gordie Center is to end hazing and substance misuse among college and high school students nationwide.

**HazingPrevention.Org** - HazingPrevention.Org is a national nonprofit dedicated to empowering people to prevent hazing. Our goal is to educate people about the dangers of hazing, advocate for change, and engage the community in strategies to prevent hazing.

**StopHazing** - StopHazing's mission is to promote safe and inclusive school, campus, and organizational environments through research, resource sharing, and the development of data-driven strategies for hazing prevention and the promotion of

positive group climates.

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