# DREXEL UNIVERSITY HAZING PREVENTION POLICY

#### I. Introduction

Drexel University seeks to foster a safe and healthy environment built on mutual respect and trust. At the very basis of the University's mission is the recognition of the essential dignity and worth of each member of the University community. Hazing is a serious violation of these principles. As such, Drexel University will not tolerate hazing activities by any individuals, groups, teams, or registered/unregistered student organizations. The University encourages all members of its community to be aware of the serious nature of hazing and challenges its members to work together to prevent its occurrence.

## II. **Definitions**

- A. Pennsylvania state definition of hazing (Commonwealth of Pennsylvania, Act 175 of 1986)
  - 1. Hazing is any action or situation which recklessly or intentionally endangers the mental or physical health of a student or 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 any organization operating under the sanction of, or recognized as an organization by, an institution of higher education.
  - 2. The term shall include but not be limited to any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug, or other substance, or other forced physical activity which could adversely affect the physical health and safety of the individual and shall include 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.
  - 3. For the purposes of this definition, any activity as 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.

# B. Drexel University definition of hazing

Regardless of the individual's willingness to participate, hazing is any action taken or situation created involving new or returning organization/group members as a part of joining, maintaining membership or holding office in that organization that meets any or all of the following:

- Violates state or federal law
- Humiliates or degrades and individual or group

- Intentionally or unintentionally endangers an individual mentally, physically or emotionally
- C. "Members of the University Community" refers to its faculty, staff, students, volunteers, coaches, organizations, groups, teams, alumni, and visitors.
- D. An "organization" is defined as persons enrolled as students at the University who are associated with each other and have completed the process of being a recognized student organization with the Office of Campus Activities.
- E. A "group" is defined as persons who are associated with the University and each other, but are not a recognized student organization or are not required to register as a student organization including, but not limited to varsity athletic teams, administrative offices, academic departments, musical or theatre groups through a department, etc.
- F. A designated "University Official" is any faculty, staff, affiliate member, or person who is employed by or contracted to work for the University. For the purposes of this policy, appropriate University Officials for reporting hazing are as follows:
  - Primary: Public Safety
  - Secondary: Student Conduct & Community Standards, Fraternity & Sorority Life, Recreational Athletics, Drexel Athletics, Office of the Dean of Students
  - Allegations regarding faculty/staff: Human Resources

#### **III. Hazing Policy**

Hazing in any form is prohibited. This regulation applies to all members of the University community. This regulation applies to behavior that occurs on or off Drexel University property. The implied or expressed consent of a student to hazing is not a defense under this policy.

- A. Actions and situations that may constitute hazing include, but are not limited to, the following:
  - Forced consumption of food, alcohol, or drugs
  - Paddling
  - Creation of unnecessary fatigue, outside of standard expectations associated with athletic competition
  - Personal servitude
  - Physical and/or psychological shocks
  - Wearing apparel which is conspicuous and not normally in good taste
  - Degrading or humiliating games and activities
  - Sleep or food deprivation
  - Unreasonable exposure to the weather or unsafe environments
  - Kidnapping or abandonment
  - Line-ups and/or berating
  - Undue interference with academic pursuits
  - Expectation of participation in activities that are illegal, lewd or in violation of University policy

This list is not intended to be inclusive of all activities that could be considered hazing.

- B. Retaliating in any manner against any individual who reports hazing or who participates in an investigation of a hazing report is prohibited and will be referred to the Office of Student Conduct and Community Standards and the University's Chief Compliance Officer.
- C. Making an intentionally false accusation of hazing through the University's procedures is prohibited.
- D. Responsibility for any violations of this regulation may be attributed to the perpetrators, the student organization or team, its members, and/or its officers.
- E. Any organization or group may be found responsible for any violations of this regulation upon satisfactory proof that the organization or group did not discourage or did not take reasonable steps to prevent hazing by its members or affiliates.
- F. In addition to this policy, NCAA student athletes shall follow the policies and guidelines set forth by the Athletic Department, NCAA, and Colonial Athletic Association (CAA).
- G. In addition to this policy, fraternity and sorority members shall follow the policies and guidelines set forth by the Office of Fraternity & Sorority Life, their national umbrella organization, and national fraternity/sorority.
- H. In addition to this policy, all recognized student organizations shall follow the policies and guidelines set forth by the Office of Campus Activities.

## IV. Rights of those who report

- A. Individuals who are victims of hazing and who truthfully report the activities to Drexel University Public Safety and/or an appropriate University Official will not be individually charged with a violation of this regulation.
- B. Individuals who have knowledge of a hazing incident but did not participate and truthfully report the activities that occurred will not be individually charged with a violation of this regulation in relation to that particular incident.
- C. An organization or group that seeks assistance in preventing hazing from occurring within the organization, even if past behaviors have included hazing, may not be charged with a violation of this regulation. Any organization that self-reports a hazing behavior to appropriate University officials or the Drexel University police prior to incident being reported will be given the opportunity to change those behaviors without immediate threat of being charged with a violation of this policy at the sole discretion of the Office of Student Conduct & Community Standards. If evidence is presented thereafter that

hazing behaviors have continued within the organization or group, that organization or group may be held responsible for current and past behaviors.

- D. An organization or group that self-reports must identify those individuals responsible for the hazing behaviors to be held individually responsible through the appropriate conduct process.
- E. Any University Official or employee who receives a report of hazing must communicate that report to Drexel University Public Safety and/or the Office of the Dean of Students as soon as possible.

# V. Reporting

Authority for enforcement of this policy is vested with the Division of Student Life and Administrative Services, in conjunction with the Dean of Students Office and Student Conduct & Community Standards, or their designee.

- A. Complaints or reports of activities believed to be hazing will be reported to Drexel University Public Safety at (215) 895-2222. A person reporting an incident of hazing can seek advisement from a staff member of one of the following appropriate University Offices:
  - a. Student Conduct & Community Standards (215) 895-6074 sccs@drexel.edu
  - b. Office of the Dean of Students (215) 895-2506 <u>deanofstudents@drexel.edu</u>
  - c. Fraternity & Sorority Life (215) 571-3575 greeklife@drexel.edu
  - d. Office of Campus Activities (215) 895-1328 askOCA@drexel.edu
  - e. Recreational Athletics (215) 895-2025 sports@drexel.edu
  - f. Drexel Athletics (215) 895-1977 sports@drexel.edu
- B. Anonymous reports will be accepted only through the Public Safety Silent Witness Form on the Public Safety website located at <a href="https://www.drexel.edu/publicsafety/about/forms">www.drexel.edu/publicsafety/about/forms</a>
- C. When reporting an alleged or potential act of hazing, please include as much detail as possible about the incident, including the following information:
  - a. Date and location of incident
  - b. Description of activities
  - c. Organization involved (if known)
  - d. Name of and description of students involved
- D. Any questions concerning the interpretation or application of this policy should be referred to the Office of the Dean of Students.

#### VI. Additional Requirements for Recognized Student Organizations

A. All elected or appointed student organization presidents shall complete Student Organization Officer Training (SOOT), including the hazing education module (as available), in order for their organization to be a registered student organization. In doing

- so, they are agreeing that they, personally and on behalf of the organization, will comply with the terms of the Drexel University Hazing Policy.
- B. All elected or appointed student organization presidents or designee shall educate their respective organization members on an annual basis regarding the applicable University policies concerning hazing. Resources and support for this education will be made available through the Division of Student Life and Administrative Services.

## VII. Corrective Action and Disciplinary Procedures

- A. Violation of this regulation may result in corrective action under the Student Code of Conduct, Human Resources Policies and Procedures, or other applicable University policies. Visitors refusing to comply will be reported to Drexel University Public Safety or other authorities, as appropriate.
- B. Violations of this policy are subject to referral to appropriate law enforcement and/or University services, as well as to regional and national affiliated offices, for action or prosecution, as applicable.
- C. A student or student organization may be subject to Interim Suspension, as defined in the Student Code of Conduct.
- D. Violation of this policy by a registered Drexel University student will result in appropriate sanctioning as noted in the Student Code of Conduct. Such determination of responsibility shall be done through the procedures outlined by the Office of Student Conduct & Community Standards.
- E. Students continuing to act in the name of a suspended or expelled student organization may be in violation of a sanction imposed under this policy and be subject to Student Code of Conduct charges as individuals.