

Anti-Hazing Policy

• Policy

No chapter, team, club, colony, unit, student, alumnus/alumna, advisers, and/or other persons associated with a university recognized or sponsored organization shall conduct or condone any activity which can be described as "hazing."

The university reserves the right to adjudicate any university recognized or sponsored organization for any action (or inaction in a situation where the organization has a duty to act – for example, failing to intervene when a policy violation and/or crime is occurring) that an ordinary, reasonable, intelligent individual or group of individuals know or should know might result in corrective or disciplinary action.

Definitions

Hazing

IUP defines hazing as "any action, situation, activity or complicity in activity, which recklessly or intentionally endangers the mental, emotional, and/or physical health or safety of a student or alumnus 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 any University organization."

The term "hazing" shall include, but not be limited to:

1. Any brutality of a physical nature, which may include but is not limited to: whipping, beating, branding, paddling, kicking, striking, pushing, shoving, tackling, forced calisthenics, and exposure to the elements.
2. Any forced physical activity which could adversely affect the mental, physical, and/or emotional health of an individual, and any activity which is or has the potential to be physically or mentally harmful, painful, or injurious, such as the forced or required consumption of any food, drink, liquor, drug, or other substance.
3. Any activity which could 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 degradation. Examples include, but are not limited to: promoting servitude, berating or verbally harassing individuals, throwing items at or on individuals, forcing individuals to carry items or wear apparel which is undignified, requiring public stunts such as forcing individuals to yell when entering or departing a physical structure or in the presence of designated individuals, forcing individuals to use "pledge" entrances or exits, requiring individuals to run personal errands, intentionally creating labor or clean-up work, requiring individuals to wear scant clothing or to be nude; any other forced activity which could adversely affect the mental or emotional health or dignity of the individual.
4. Any activity which has the potential to be frightening, morally compromising, degrading, and/or unduly deceptive, including deception designed to convince the individual of impending pain, injury, or non-initiation.
5. Any activity which endangers or has the potential to endanger the academic performance of the individual, such as not allowing adequate time for, or interfering with academic commitments; activities conducted between the hours of midnight and 8:00 a.m., and forced exclusion from social and/or verbal contact with any other individual.
6. Any willful destruction or removal of public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in a University organization.

7. Any violation of federal, state, or local law or rule or university policy, as directly or indirectly relates to the initiation or admission into, affiliation with, or continued membership in a University organization.

Organization

The term organization in this policy refers to organizations that are either recognized or sponsored by the University.

Recognized Organization

A “recognized organization” is defined as any student organization which has completed the application process for recognition or re-recognition as outlined by the Center for Multicultural Student Leadership and Engagement (MCSLE) and which has been approved for recognition by IUP’s Student Government Association and MCSLE.

Sponsored Organization

A “sponsored organization” is defined as any organization that receives human, financial, and/or material support, guidance, and/or benefit from the University.

Recognized or sponsored organizations include, but are not limited to: a fraternity, sorority, association, corporation, order, society, corps, club, or service, social or similar group, whose members are primarily students.

Presumptions

8. New member-related activities by nature must reflect the best interests of the new members, members of the organization, the university, and the Indiana community.
9. Training and education that have clear objectives and relevance to the tasks and responsibilities of an organization’s members are not considered to be hazing.
10. For the purposes of this policy, any activity or situation upon which the initiation or admission into or association with, or continued membership in, an IUP recognized or sponsored organization is directly or indirectly conditioned, shall be presumed to be forced, coerced, or otherwise demanded, independent of the willingness of an individual to participate.
11. The negligence or consent of the individual or any assumption of risk by the individual are not defenses to actions which violate this policy.
12. All IUP students and organizations are responsible for abiding by this policy, both on campus and off campus, including privately-owned facilities and/or property.
13. Organizations are responsible for any activity in violation of this policy by any individual or group associated with the organization (prospective members, members, auxiliary, and alumni), unless it is proven that the group or individual activity was independent of, and occurred without the knowledge and/or consent of the organization. Such responsibility will apply equally to situations in which one or more individuals associated with the organization knew or should have known of the activity and failed to make every reasonable attempt to prevent or stop it.
14. The filing of charges at IUP against an organization does not preclude the filing of charges at IUP against an individual student or the filing of civil and/or criminal charges against the organization and/or individual.

Implementation

15. The official leaders, which may be either elected officer(s) or designated leaders within an organization, are responsible for informing individuals associated with the organization (prospective members, members, auxiliary, and alumni) of this policy. This policy should be clearly communicated by the official leaders to the membership at the first meeting of the organization each semester and to the new members prior to the commencement of the first new member activity and should be posted in a prominent place.
16. For recognized organizations, the Hazing Compliance Agreement portion of the Organization Recognition Form must be completed and submitted to the Center for Multicultural Student Leadership and Engagement (MCSLE), Elkin Hall, within thirty days of the commencement of fall semester classes or the election of new officers, to certify acknowledgement of all conditions of this policy. Failure to submit the completed form within the deadline will result in interim suspension of recognition until the completed form is received.
17. All non-academic initiation or affiliation new-member activities must be discontinued seven days prior to the first day of the final examination period each semester and remain discontinued through the end of the final examination period.

Jurisdiction and Procedures

18. Charges of violations of this policy by an organization should be referred to the Office of Student Conduct for an administrative hearing conducted by the Recognized Organization Review Board (RORB).
 - A. In all cases of alleged violations of this policy, the organization adviser, university department/associate, and/or general headquarters of the organization (when applicable) will be notified.
 - B. During the period of formal investigation or adjudication of alleged violations of this policy, all new member-related activities, organization activities, and/or university recognition/sponsorship of the organization may be summarily suspended.
19. Charges of violations of this policy by a student should be referred to the Office of Student Conduct for an administrative hearing conducted in accordance with the Code of Conduct.
20. Organizations and individuals may also be criminally charged with a violation of the Pennsylvania Anti-Hazing Law, 24 P.S. 5351 et seq.

Violations and Sanctions

21. For violations of this policy by an organization, sanctions shall be defined as follows:
 - A. Probation: A specified length of time in which repeated violation of this policy or violation of other specified policies result in increased sanctions against the organization.
 - B. Mandatory Activity: The required participation by the organization in specified group activity, service projects, educational programs, and/or other assignments.
 - C. Restitution: The repayment of the monetary value of damages, losses, or injuries that resulted from a violation of this policy.
 - D. Social Limitation or Suspension: A specific length of time in which the organization is denied formal or informal sponsorship of or participation in one or more of the following: social activities, formals, university events or activities, or any event of a social nature.
 - E. Intramural Suspension: A specific length of time in which the organization may not participate in individual or team sports or the Greek intramural league, earn intramural points, or receive any championship titles.
 - F. Suspension of Recognition or Sponsorship Benefits: A specific length of time in which the organization maintains university recognition or sponsorship but is denied one or more benefits of recognition or sponsorship which may include, but is not limited to: Student Cooperative funding, use of university or Co-op facilities, office space or property, bulk mailing services, and/or other benefits made available to the organization.

- G. Withdrawal of University Recognition or Sponsorship: A specified or unspecified length of time or series of conditions under which university recognition or sponsorship is withdrawn and cannot be regained by the organization. The organization and any semblance of its membership ceases to function at the University, is denied all benefits of university recognition or sponsorship and no longer falls under the jurisdiction of the Recognized Organization Review Board. For the organization or any semblance of its membership to regain university recognition or sponsorship, the demonstration of evidence of organizational changes intended to eliminate the potential for repeated violations of this policy may be required.
22. The minimum sanction for violation(s) of this policy by a recognized or sponsored organization includes, but is not limited to:
 - A. a one-semester probation;
 - B. seven weeks of social limitation or suspension, intramural suspension, and/or suspension of recognition benefits; and
 - C. Imposition of certain mandatory activities, including but not limited to a revision of the organization's new member education program.
 23. The maximum sanction for violation(s) of this policy by an organization is withdrawal of university recognition or sponsorship for the organization for the period of time determined by the Recognized Organization Review Board.
 24. Repeated violation of this policy or violation of any probation enacted as a result of this policy by an organization will result in the minimum sanction of a one-year probation and a one-semester suspension of social, intramural, and/or recognition benefits, with a maximum sanction of withdrawal of university recognition/sponsorship of the organization for the period of time determined by the Recognized Organization Review Board.
 25. In order to determine appropriate sanction(s), mitigating or aggravating circumstances may be considered.

Distribution Code: A

Description:

- All Employees
- All Students

Originating Office: Center for Multicultural Student Leadership and Engagement (MCSLE)

Revised: March 6, 2018

President's Approval:

Michael A. Driscoll

March 19, 2018