POLICY STATEMENT

Subject: Anti-Hazing Policy

Revision Dates: March 6, 2018, April 2, 2019, August 5, 2024, March 25, 2025

Originating Office: Office of the Dean of Students
Distribution Code: A and All Students

President's Approval:
Michael A. Driscoll
6/24/2025

I. POLICY

The University prohibits hazing. This policy applies to acts conducted on or off-campus if such acts are deemed to constitute hazing under this policy, Federal law, or Pennsylvania law.

It is not a defense to any alleged violation of this policy that the consent of a student to participate in suspected hazing activity was sought or obtained; or that the suspected hazing conduct was sanctioned by the University or an organization.

An activity that violates this policy may still be charged under this policy even if it is sanctioned or approved by the University.

II. DEFINITIONS

A. HAZING – Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:
   a. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and
   b. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including, but not limited to:
      i. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
      ii. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
      iii. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
      iv. Causing, coercing, or otherwise inducing another person to perform sexual acts;
      v. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
      vi. Any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and/or
      vii. Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law.

Activities that are reasonable and customary to a particular organization (i.e., athletic, law enforcement, or military training, contests, competitions, or events or other such customary activities) shall not be considered hazing under this policy.

B. ORGANIZATION – Any organization in which two or more of the members are students enrolled at the University, whether or not the organization is established or recognized by the University. This includes, but is not limited to, any of the following: a fraternity, sorority, association, corporation, order, society, corps, teams, club, or service, social/academic, or similar group, whose members are students of the University. University employees or volunteers who act as sponsors, counselors, advocates, or advisors of any organization, as defined, are also members.

C. 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 Office of Student Leadership and which has been approved for recognition by IUP's Student Government Association.

D. 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.

III. IMPLEMENTATION

A. The leaders, which may be either elected officers or designated leaders within an organization, are responsible for informing individuals associated with the organization of this policy. This policy shall be communicated by the 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.
B. For recognized organizations, the Hazing Compliance Agreement portion of the Organization Recognition Form must be completed and submitted to the Office of Student Leadership in 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.
C. All fraternity/sorority new member activities which are non-academic in nature must end by the date published in the Fraternity/Sorority Life Calendar, and any 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. All non-academic initiation must occur during the fall and spring semesters while classes are in session.

IV. JURISDICTION AND PROCEDURES

Reported incidents of hazing will be handled as a criminal investigative priority. IUP Police or the law enforcement agency with primary jurisdiction will be provided priority access to crime scenes, victims, witnesses, or items of evidence, etc., according to criminal procedure. This does not preclude the University from taking interim action as deemed necessary for the protection of any individuals including suspension of organizational activities and/or individuals associated with an organization, including employees.

All IUP students, employees, advisors, and organizations are responsible for abiding by this policy, both on campus and off campus, including on privately-owned facilities and/or property. Organizations are responsible for any activity in violation of this policy by any individual or group associated with the organization 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.

Reports of hazing activity or behavior believed to involve hazing, as defined, should be reported to the IUP Police Department or the law enforcement agency where the activity occurred. Individuals may also report the activity to the Dean of Students' Office, the Office of Community Standards, the Office of Social Equity, or an anonymous online reporting function. Individuals wishing to report a suspected violation of this policy may use these (or other) methods of reporting: https://cm.maxient.com/reportingform.php?IndianaUnivofPA&layout_id=3.

Individuals may also call the University Police at 724-357-2141.

Upon notification of an allegation of hazing, the Dean of Students Office or the Office of Social Equity will immediately notify the IUP Police Department to ensure investigative integrity for any criminal activity is preserved.

Policy Violation Allegations:

A. Allegations of violations of this policy by an organization should be referred to the Dean of Students' Office.
    1. In all cases of alleged violations of this policy, the organization advisor, University department/associate, and/or general headquarters of the organization (when applicable) will be notified.
    2. 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.
B. Allegations of violations of this policy by a student within any organization should be referred to the Office of Community Standards to be resolved in accordance with the IUP Community Standards Policy.
C. Allegations of antihazing policy violation by an employee or volunteer should be referred to the Office of Human Resources for administrative procedures in accordance with employment law and current collective bargaining agreements.

V. VIOLATIONS AND SANCTIONS:

It is not a defense to any alleged violation of this policy that the consent of an individual to participate in suspected hazing activity was sought or obtained or that the suspected hazing conduct was sanctioned by the University or an organization. The University reserves the right to adjudicate any organization or University-recognized or -sponsored organization or associated individuals therein 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. The filing of charges at the University against an organization does not preclude the filing of charges at the University against an individual student or the filing of civil and/or criminal charges against the organization and/or individual.

A. Violations by Organizations:
   Allegations of violations of this policy by organizations will be adjudicated in accordance with the Student Organization Review Policy.

B. Violations by Students
   Allegations of antihazing policy violation by a student should be referred to the Office of Community Standards to be resolved in accordance with the IUP Community Standards Policy.

C. Violations by Employees
Allegations of antihazing policy violation by an employee should be referred to the Office of Human Resources for administrative procedures in accordance with employment law and current collective bargaining agreements.

D. Violations by Volunteers
Allegations of antihazing policy violation by a volunteer should be referred to the Office of Human Resources for administrative follow-up.

VI. University Antihazing Program
The University will maintain an Antihazing Program within the Office of the Dean of Students for the purpose of ensuring the University's rules, penalties, annual reporting, organizational training, antihazing policy dissemination, and posting, as well as the program for enforcement, are maintained according to Commonwealth statutory guidance.

Authority
Public Law 118-173, The Stop Campus Hazing Act
Title 18 Pa.C.S.A Crimes and Offenses §2801 – 2811
IUP Community Standards Policy
IUP Student Organization Review Policy
Human Resources Collective Bargaining Agreements and Employment Law

DISTRIBUTION:

Distribution Code	Description
A	All Employees All Students