

## HAZING POLICY

### Purpose

Hazing violates the God-given dignity of others and is incompatible with the practice of the Benedictine value of respect for persons. Many acts of hazing are illegal, and it is a behavior strictly prohibited by the NCAA and other organizations with which the University of Mary is affiliated. This policy is intended to establish that hazing of any kind is unacceptable at the University of Mary and will not be tolerated.

### Statement of Policy

#### Definition

For the purposes of this policy, hazing is any activity which is unsafe, abusive, harmful, distressing, embarrassing, humiliating, disrespectful, illegal, or otherwise demeaning that is required or implied as being necessary or beneficial as part of the process of joining, affiliating with, being initiated into, or determining status in any group, organization, team, or department at the University (regardless of whether the group has official recognition from the University). Hazing can occur in spite of any willingness to participate. Hazing includes (but is not limited to) encouraging or requiring any form of alcohol abuse or the use of any other intoxicant or mind altering substance; the administration of any physical or emotional pain or abuse; creation of excessive fatigue, quests, road trips or any other such activities; wearing of apparel in public which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery or morally degrading or humiliating games and activities; and any other activities which are not consistent with law or the policies of the University. The University recognizes that hazing may be perpetrated by a group or organization as a whole, by an individual or a group of individuals within the group, by former members of a group, current or former students, or by current or former faculty or staff. In all circumstances, the University reserves the right to sanction the group, as well as individual members, whether or not the hazing was part of the group's official activities.

#### How to Report Hazing

Any member of the university community who has been subjected to hazing or anyone who has knowledge that hazing is planned should file a written complaint pursuant to the [Conduct Grievance Procedure](#).

### Approved

*28 September 2020 by the President's Council*

*29 September 2020 by the President of the University*

*30 September 2020 by the Board of Trustees (EC)*

*22 October 2020 delivered to University Senate*