

2022

# Hazing Policy

OHIO CHRISTIAN UNIVERSITY  
OFFICE OF STUDENT DEVELOPMENT

# HAZING POLICY

## Hazing Policy

As part of our commitment to promoting a safe and healthy campus environment for the University community and cultivating a culture that fosters respect for the dignity and rights of all its members, the University does not tolerate hazing activities, defined below, by any members of the University community, employee or student, on or off campus.

## Definition

Hazing, as defined by statute, is 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.

Further, as defined by Ohio Christian University, hazing is doing, requiring, or encouraging any act, in conjunction with initiation, continued membership, or participation in any group that causes or creates a substantial risk of causing mental or physical harm or humiliation.

Examples of hazing under this Policy include, but are not limited to the following:

- i. Forced cleaning
- ii. Running errands/menial tasks
- iii. Mental and/or psychological abuse
- iv. Public or private displays of humiliation
- v. Forced use of drugs or alcohol
- vi. Providing alcohol to minors
- vii. Use of alcohol or drugs during new member education/intake process or other membership events

## Distribution

This policy will be made available publicly on the OCU website. Each university employee will receive training on an annual basis. The student leaders and leaders of student clubs and organizations will receive personalized training each fall regarding this policy.

All students seeking membership in a registered student organization or student group at OCU must complete the anti-hazing training provided by the University. Failure to complete the training will result in the student being denied the ability to join any recognized student organization or group. If a student is unsure if they have completed the required program they should contact [studentdev@ohiochristian.edu](mailto:studentdev@ohiochristian.edu) to verify their eligibility to join a student organization or group.

## Sanctions

Hazing will not be tolerated at Ohio Christian University. Hazing is a serious offense of the OCU Student Code of Conduct and, therefore, is subject to the full range of sanctions listed in Disciplinary Sanctions section of the Student Handbook. In addition, loss of University privileges such as the ability to formally meet on campus and to use campus facilities, or to represent the University and, in the case of fraternities and sororities, the right to be recognized or operate at the University.

Violations of this Policy are subject to referral to appropriate law enforcement or University services, as well as to regional and inter/national affiliated offices of student organizations, for action and prosecution. Violations of this Policy by employees may result in corrective action or discipline (including termination) in accordance with applicable University policies and procedures.

## Procedures for Implementation

Allegations of Hazing - Any person having knowledge of any activity or conduct which may constitute hazing should contact the Dean of Students Office or the University Security.

- (a) Self-Reporting of Incidents - Student organization/team members and officers/captains should immediately report any hazing incidents that occur within their organization to the Student Development Staff, providing a detailed description of the events that have transpired, the names of any individuals involved, and a description of any actions taken by the organization. Upon receiving the report, a Conduct Committee member(s) will investigate as described in this regulation and the organization president and advisor/coach will be notified.

The investigation and adjudication will proceed related to the regulation violations by the individual(s) implicated in the report, unless evidence discovered in the investigation proves the incident to have been sanctioned by the organization. If the incident appears to have been sanctioned by the organization, a follow-up investigation into the organization's role may be undertaken.

- (b) Investigation of Allegations and Charges - Upon receiving a report of alleged hazing, the Conduct Committee will:
- (1) Make contact (if possible) with the individual(s) bringing forward the allegations of hazing;
  - (2) Make contact with the individual(s) alleged to have perpetrated the hazing. If the conduct is organizational in nature, the investigator will contact the advisor and president of the organization under investigation;
  - (3) Conduct interviews with all parties, including victims, the accused student(s) and any witnesses. The investigator(s) may, at his/her discretion, recommend interim action (as described in the Student Handbook) to the Vice President of Academic Affairs at any point during the investigation;
  - (4) The Conduct Committee may, at their discretion, require students, or a select group of students (i.e. all new members of an organization) to participate in an investigatory meeting at a pre-determined time and location and may exercise discretion regarding the communication of students during the investigation process.
  - (5) The Conduct Committee may, at their discretion, require students to undergo a physical examination by University athletics physical trainer, particularly when allegations of physical abuse are part of a hazing investigation. The results of these physical examinations will be protected by application health privacy laws, but a summary of any physical signs of hazing (i.e. bruises, burns, etc.) will be provided to the investigator by the medical professional conducting the examinations.

- (6) The Conduct Committee Chairperson will provide a written investigative report and recommendation of sanctions to the VPAA. Upon receipt of this report and recommendation, the VPAA will determine final sanctions. If sanctions are warranted, the VPAA will charge the individual student(s), the involved student group(s), and /or the President or other responsible officers of the involved student group(s) or any other complicit bystanders in accordance with the Student Code of Conduct.
- (c) Adjudication. - Adjudication shall be conducted pursuant to the Student Handbook process as outlined in Disciplinary Process (or other specific language in University policy related to organizational misconduct, if applicable).

### Reporting an Incident of Hazing

Immediately upon learning of potential hazing, all employees and students are required to report the alleged conduct to [care@ohiochristian.edu](mailto:care@ohiochristian.edu).

Campus safety is our top priority and we take all reports of misconduct seriously to protect everyone's health and well-being. OCU depends on community members to identify and report behaviors of concern so that the College can provide distressed students and employees with appropriate support services and resources.

We are all responsible for campus safety. OCU is committed to reviewing all reports of hazing.

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.