



## Center for Student Engagement, Leadership and Orientation Hazing Policy

### *Definition of hazing:*

Hazing is any action taken or situation created which produces mental or physical discomfort, embarrassment, harassment, or ridicule. The University of New Haven policy on hazing is applicable to all members of the University community and their guests.

### *Understanding the scope of hazing:*

The University encourages students to form bonds, build a cohesive community and engage in activities that nurture and encourage friendship, tradition, positive self-esteem and University pride. The term hazing is often misunderstood, and it is not always clear what activities constitute hazing. Hazing is an activity that is a perceived, suggested or forced condition of joining or maintaining membership in an organization. When in doubt it is in the best interest of the group to consult the Center for Student Engagement, Leadership and Orientation, the Dean of Students Office, Campus Police, Athletics, their organization advisor, or other University officials to seek clarification. Please note that consent to activities that constitute hazing is not a valid justification for the act. The University of New Haven policy on hazing is in compliance with Connecticut Statutes, Section 53-23A

### *Identifying hazing:*

Before engaging in any act, ask yourself these questions:

1. Did the incident involve physical abuse, sleep deprivation, physical strain, hitting / slapping?
2. Was alcohol consumed? Drugs?
3. Would I be willing to describe or share information about the event to University officials?
4. Would active or current members of the group refuse to participate in this activity with the new members and do exactly the same activity?
5. Would I object to this activity being photographed for the school newspaper or filmed by the local TV news crew?
6. Would I feel comfortable participating in this activity if my parents, professor, coach or University official were watching?
7. Would we get in trouble if a University Official walked by?
8. Was I being asked to keep non-ritual activities a secret?
9. Was I doing anything illegal?
10. Did participation violate my values, my organizations values, or the RSO Student and Advisor Handbook?
11. Did this activity cause emotional distress or stress of any kind to myself or others?
12. If someone was injured, would I feel comfortable being investigated by the police or insurance carrier?

### *Activities that violate the hazing policy:*

Many behaviors and activities fall in the category of hazing; hazing can range from minor to severe forms of behavior and activities.



Examples of hazing during the membership intake/new member process includes, but are not limited to:

1. Wearing matching uniforms for non-ritual activities
2. Marching/death marching/cutting corners/surfacing
3. Lining-up/locking-up in situations other than new member presentations
4. Social isolation/social probation/social restriction
5. Physical and or psychological shocks
6. Required to shave your head or other part of your body
7. Performing acts of servitude
8. Required to possess or carry certain items at all times
9. Depriving privileges granted to other members
10. Requiring/suggesting/asking new members to live together for the duration of their membership intake/ new member process
11. Food restrictions, consumption of alcohol/drugs or consumption of excessive amounts of liquid or food
12. Giving new members unreasonable time restrictions upon which they must complete a task or assigning menial tasks and assignments
13. Scavenger hunts, drop-offs, kidnappings
14. The use of blindfolds in activities other than the ritual ceremonies
15. Forced to undergo tattooing, piercing or branding
16. Engaging in or simulating sexual acts
17. Engaging in sexually violent or sexually harassing behavior
18. Threatening or causing physical restraint or abuse (including but not limited to being held down, tied up, paddled, taped or confined to a small space)
19. Being nude in a public or private space
20. Damaging, destroying or stealing property
21. Acts that ridicule, embarrass or humiliate a person whether in private or public
22. Any activity that would subject the person to extreme mental stress, such as sleep deprivation
23. Participating in membership intake/new member activities past 11:45pm that interfere with scholastic activities

*Reporting acts of hazing:*

Any member of the University community can report an act of hazing. Reports can be made to the Center for Student Engagement, Leadership and Orientation, Campus Police, the Dean of Students Office, or the Athletic Department.

*Process:*

All allegations of hazing will be investigated by an appropriate University official. The investigation will consist of the gathering of information to determine whether the act of hazing has occurred. Once an allegation is made, the organization will be suspended from participating in all activities on campus, representing the University in any capacity or organizing/hosting/co-hosting events on or off campus pending the conclusion of the investigation.



# University of New Haven

At the conclusion of the investigation, the University official will produce a finding as to if the policy was violated, and if so, impose a sanction, based on information gathered. If the investigation results in a sanction, several factors will be considered:

1. Nature of the offense
2. Severity of the harm or damage
3. The role of the organization/individual in the act & disciplinary history of the organization/individual
4. Truthfulness of the organization/individual during the investigation

The University also reserves the right to report the act to a law enforcement agency if necessary. Individual students found responsible for violating the hazing policy will be subject to disciplinary sanctions as severe as suspension or expulsion from the University.

Any organization found responsible for violating the University policies on hazing will be subject to immediate disciplinary action. An organization desiring recognition after the specified period of time shall reapply for recognition through the established campus procedures.

If a student affiliated with an organization acts on behalf of the organization to commit an act of hazing, both the student and the organization shall be held liable for the action, and appropriate sanctions shall be imposed. For those organizations which hold national charters, any violations of this policy will result in notification to the national office by the Dean of Students Office.

By signing below, you are indicating that you a) understand the above policy regarding hazing, b) will not participate in any act of hazing, c) will report any act of hazing (your chapter or any other) to the proper administrators. Failure to abide by the aforementioned will result in appropriate sanctions.

Print Name: \_\_\_\_\_

ID Number: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

---

Office Use Only:

Workshop conducted by: \_\_\_\_\_ Date: \_\_\_\_\_