



UPDATE TO POLICY PROPOSAL

Policy Title: Hazing

Policy Category: Code of Student Conduct

Policy Purpose: Uphold a safe and inclusive environment for all members of Viterbo University community by prohibiting any form of hazing.

Policy Manager: Compliance and Title IX Coordinator / Director of Campus Safety and Security

Policy Administrator: Vice President of Student Life and Dean of Students

I. Purpose

The purpose of this policy is to uphold a safe and inclusive environment for all members of our community by prohibiting any form of hazing. Hazing activities undermine our values of respect, integrity, and community, and pose serious risks to the physical, emotional, and psychological wellbeing of individuals involved.

Per the Stop Campus Hazing Act, this policy includes the Prevention and Awareness Program Policy on hazing education and awareness that is grounded in a commitment to preventing harm and promoting safety and wellbeing. This policy ensures education and training provided to the campus community is evidence-informed and research-based. Additionally, campus-wide primary prevention strategies are designed to nurture a culture of respect and accountability while eliminating hazing.

II. Scope

This policy applies to all students, faculty, staff, and organizations affiliated with Viterbo University. It encompasses all forms of hazing, regardless of location, duration, or severity, and extends to activities on or off-campus, including digital and virtual spaces.

III. 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(s) to participate, that
 - i. Is committed in the course of an initiation into, an affiliation with or the maintenance of membership in an organization; and
 - ii. 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).
- B. Organization: Includes, but is not limited to student organizations, clubs, athletic teams, academic societies, associations, and any other group affiliated with Viterbo University.
- C. Reckless Behavior: is an activity or behavior in which a reasonable person knew or reasonably should have known that the activity or behavior may result in injury to another, including but not limited to excessive consumption of alcohol, binge

drinking, drag racing, consumptions of any controlled substance, acts of hazing, or similar activity.

D. Student: A person who is enrolled or accepted for enrollment at the University.

IV. Hazing Policy

Viterbo University does not tolerate hazing activities and mandates reporting of these activities by any member of the Viterbo community. All members of the university community are expected to act in accordance with Viterbo's hazing policy.

Hazing includes acts likely to cause physical or psychological harm or social ostracism to any person within the University community when related to admission, initiation, pledging, joining, maintenance, or any other group-affiliation activity. Apathy and acquiescence in the presence of hazing are not neutral acts; they are violations of this rule. The express or implied consent of the victim will not be a defense.

A. **Examples** of hazing include, but are not limited to:

- i. Forced or coerced physical activity unrelated to any constructive event that is intended to or creates a foreseeable risk of physical, psychological, or emotional harm;
- ii. Whipping, paddling, beating, striking, electronic shocking, shoving, immobilizing, inappropriately restraining, placing harmful substances on someone's body, or similar activity;
- iii. Marking on individuals' bodies, temporary or permanent;
- iv. Causing, coercing, or otherwise including sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- v. Abduction or forced relocation;
- vi. Causing, coercing, or otherwise including another person to consume food, liquid, alcohol, drugs or other substances;
- vii. Causing, coercing, or otherwise including another person to perform sexual acts;
- viii. Any activity that places another person in responsible fear of bodily harm through the use of threatening words or conduct;
- ix. Any forms of verbal or psychological harm or abuse;
- x. Any activity against another person that includes a criminal violation of state, local, tribal, federal law;
- xi. Forced or coerced activities that are inappropriate, disruptive, illegal, publicly indecent, or morally degrading.

For the purposes of this policy, hazing shall not include a physical activity that is normal, customary, and necessary for a person's training and participation in an athletic, physical education, military training, or similar program sanctioned by the postsecondary education institution.

B. How to Report Hazing

If you have experienced hazing, have witnessed hazing, or suspect that someone you know has been hazed, you can report confidentially to the Compliance and Title IX Officer, Campus Safety and Security, Student Life Office, or Human Resources directly by phone or email as well as by completing a

Viterbo Speaks Up report.

Reporting individuals are encouraged to provide as much specific information as possible so that the appropriate action can be taken to address the reported behavior. Viterbo's ability to investigate reports and enforce university policy depends on the accuracy and specificity of the information provided.

C. Conduct Proceedings

- i. The student conduct procedures outlined in the Code of Student Conduct will be applied to investigate hazing incidents involving students.
- ii. Employees will follow grievance procedures outlined within the Employee Handbook and facilitated by Human Resources.

D. Public Access to Information on Reported Hazing

Viterbo University shall make the information on reported hazing public when it receives sufficient credible and specific information about an alleged act of hazing with the following restrictions and exemptions:

- i. The information will be redacted to comply to the fullest extent with applicable laws and regulations, including the Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPAA).
- ii. After necessary redactions have been made, any information or details that could reasonably lead to identification of individual(s) involved in the incident or reasonably jeopardize the safety of the person reporting the incident shall be redacted.

The Information on Reported Hazing will be made public on the university's website and any platform related to hazing that the university maintains or uses.

V. Prevention and Awareness Program Policy

Education and reporting are cornerstones of prevention and awareness efforts. Viterbo offers a comprehensive education and awareness program that includes:

A. Research-based, Evidence-informed Education and Training:

All hazing education and training provided by the institution will be grounded in research-based, evidence-informed practices. Viterbo has adopted the [Hazing Prevention Framework](#) from StopHazing.org as guiding tools in developing, evaluating, and improving education and training programs.

- i. Training shall address the definition and impact of hazing, legal and institutional consequences, how to recognize hazing behaviors, how to intervene safely, and how to report concerns.
- ii. Targeted modules will be delivered to student organizations, athletic teams, and leadership cohorts, and integrated into broader community education for all students, faculty, and staff.

B. Primary Prevention Strategies:

Prevention strategies deployed proactively address root causes and cultural contributors to hazing. Strategies include, but are not limited to:

- i. **Universal training** for all incoming students and university employees during onboarding and orientation.
- ii. **Annual refresher workshops** embedded in ongoing student leadership development programs and employees' annual training.
- iii. **Collaborative campaigns and events** that foster dialogue and education (e.g. National Hazing Prevention Week, Hazing Awareness Day).

VI. Related Resources

A. Related Policy, Procedures, and Guidelines:

- i. Code of Student Conduct: Link to Investigative process(es) applied to reports of hazing.
- ii. Non-discrimination policy
- iii. Student Organization Handbook
- iv. Employee Handbook: Grievance Process

B. Resources:

- i. Counseling Services (Students)
- ii. Employee Assistance Program (EAP) (Employees)
- iii. Human Resources (Employees)
- iv. Student Life Office
- v. Title IX Coordinator

VII. External Resources

A. Wisconsin Statute 948.51

Wisconsin Statute 948.51 prohibits any form of hazing. The statute says:
 948.51 Hazing. (1) In this section "forced activity" means any activity which is a condition of initiation or admission into or affiliation with an organization, regardless of a student's willingness to participate in the activity. (2) No person may intentionally or recklessly engage in acts which endanger the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school, college or university. Under those circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced confinement or any other forced activity which endangers the physical health or safety of the student. (3) Whoever violates sub. (2) is guilty of: (a) A Class A misdemeanor if the act results in or is likely to result in bodily harm to another. (b) A Class E felony if the act results in great bodily harm or death to another

B. Additional National Resources

- a. STOP HAZING.ORG: www.stophazing.org
- b. HAZING PREVENTION.ORG: www.hazingprevention.org
- c. INSIDE HAZING: www.insidehazing.com
- d. THE GORDIE FOUNDATION: www.gordie.org
- e. HAZING STUDY.ORG: www.hazingstudy.org

C. Hazing Check List (to be posted publicly with policy)

- a. Is it hazing?
- b. Questions to ask?

D. Alternatives to Hazing (list to be posted with policy)