



<b>Policy Title:</b>	Policy on Hazing
<b>Policy Owner:</b>	Dean of Students
<b>Effective Date:</b>	08/25/2022
<b>Last Updated:</b>	08/25/2022
<b>Scheduled Review</b>	08/25/2024
<b>Related Policies:</b>	Code of Student Conduct Club Handbook Employment Policies Resident Handbook
<b>Related Forms:</b>	EthicsPoint Maxient

### I. POLICY STATEMENT

Seattle University is committed to providing for the safety, security, health, and welfare of the entire campus community. The University therefore strictly prohibits hazing in all forms.

### II. PURPOSE & BACKGROUND

Hazing is a dangerous and sometimes even deadly practice that harms and humiliates its victims psychologically and physically, even when victims are willing participants. Additionally, it is prohibited by law and can subject perpetrators to criminal and civil sanctions. Consequently, hazing has no place in the Seattle University community.

### III. APPLICABILITY/RESPONSIBILITY

This policy applies to all University community members, including all University-sponsored organizations and teams and their individual members, coaches, and advisors; academic cohorts; and individual University faculty, staff, volunteers, and contractors.

### IV. DEFINITIONS

**Academic Cohort:** A group of students working together in the same program, curriculum, or other academic society or community. Examples of academic cohorts at Seattle University include the Sullivan Scholar Community and the Alpha Alpha Alpha (Tri-Alpha/AAA), Tau Sigma (TΣ), and Sigma Iota Rho (ΣIP/SIR) honor societies.

**Athletic Team:** A group of students who are associated with each other through an organized athletic team. Athletics teams include intercollegiate teams as well as intramural teams and may be organized by the Athletics Department, Student Affairs, or University Recreation.

**Employee:** A person receiving wages from the University, including student employees. The definition of “employee” does not include persons employed as medical staff with an affiliated organization, entity, or extension of Seattle University, unless the employee has a supervisory role or position of authority over students.

**Hazing:** Hazing includes any act committed as part of a person’s recruitment, initiation, pledging, admission into, or affiliation with a student organization, athletic team, or living group, or any



pastime or amusement engaged in with respect to such an organization, athletic team, or living group that causes, or is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution, including causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the person to risk of such harm, regardless of the person's willingness to participate. Hazing does not include customary athletic events or other similar contests or competitions.

Hazing activities include but are not limited to the following: abuse of alcohol or drugs during new member activities; striking another person whether by use of any object or one's body; creation of excessive fatigue, isolation, or physical or psychological shock; and morally degrading or humiliating games or activities that create a risk of bodily, emotional, or mental harm.

**Living Group:** A group of students living in University-owned, -leased, or -managed residential property or in a building in which residence is limited to Seattle University students and an application or selection process for membership is required.

## **V. POLICY REQUIREMENTS**

### **A. Hazing Prohibited.**

No University student, student organization, academic cohort, staff member, faculty member, employee, volunteer, or contractor may engage in, conspire to engage in, or participate in the hazing of another.

### **B. Required Reporting.**

If, as a result of observations or information received in the course of employment or volunteer service, any employee, including a student employee, or contractor or volunteer at the University has reasonable cause to believe that hazing has occurred or may occur, they shall report the incident, or cause a report to be made, to the Dean of Students. The person shall make the report at the first opportunity to do so. Please visit the Dean of Students' [Hazing Webpage](#) for information on how to make the report.

"Reasonable cause" means a person witnesses hazing or receives a credible written or oral report alleging hazing or potential or a planned hazing activity.

A person who witnesses hazing or has reasonable cause to believe hazing has occurred or will occur and makes a report in good faith may not be sanctioned or punished for the violation of this Policy unless the person is directly engaged in the planning, directing, or act of hazing reported.

Nothing in this section shall preclude a person from independently reporting hazing or suspected hazing activity to law enforcement.

## **VI. VIOLATIONS**

Students who violate this policy may be personally liable for the damages they cause and are subject to disciplinary action up to and including dismissal.

Staff and faculty members who violate this policy may be personally liable for the damages they cause and are subject to disciplinary action up to and including termination or dismissal.

Any University-recognized organization, club, or academic cohort that violates this Policy will be subject to sanctions as provided for in the University's [Club Handbook](#) and [Student Athlete](#)



[Handbook](#), as applicable, including revocation of University recognition or approval.

Washington state law also imposes the following sanctions on those responsible for hazing:

- Any person who violates Washington’s laws on hazing, in addition to other sanctions that may be imposed, shall forfeit any entitlement to state-funded grants, scholarships, or awards for a time period determined by the University;
- Any organization, association, or group that knowingly permits hazing by its members or others subject to its direction or control shall be deprived of any official recognition or approval granted by the University.
- A violation of Washington’s hazing laws is a misdemeanor punishable as provided under RCW 9A.20.021.
- Violations of Washington’s hazing laws subjects an organization, association, academic cohort, or living group to strict liability for harm caused to persons or property resulting from hazing, and its individual members may be held individually liable for damages.

**VII. RELATED INFORMATION**

Item	Description
<b>University Links</b>	<a href="#">Hazing Website</a> <a href="#">Code of Student Conduct</a> <a href="#">Club Handbook</a> <a href="#">Resident Handbook</a> <a href="#">Faculty Handbook</a> <a href="#">Employment Policies</a>
<b>Forms</b>	<a href="#">EthicsPoint Reporting</a> <a href="#">Maxient</a>
<b>Related Links</b>	<a href="#">HazingPrevention.org</a> <a href="#">StopHazing.org</a> <a href="#">Sam’s Law</a> <a href="#">RCW 28B.10, et seq.</a>
<b>Procedures</b>	<a href="#">Reporting Hazing</a>