

## **Hazing Policy<sup>1</sup>**

### **2023-2024**

#### **Introduction**

Kutztown University of Pennsylvania prohibits hazing and takes any allegation of hazing very seriously. Consistent with university policy and state law, Kutztown University will respond to all reports of hazing to the fullest extent possible and encourages all members of the community to promptly report allegations of any conduct that constitutes hazing.

A copy of the Kutztown University *Hazing Policy* is published in the online student handbook, *The Key*, posted on the university's website, and is distributed to all active/registered student-based organizations on an annual basis. For additional information on hazing, policies, statistics, reporting information and hazing prevention resources please refer to <http://www.kutztown.edu/studentconduct>.

#### **Terms**

**Student:** The *Student Code of Conduct* (Article 1) defines a student as: (2a) any person enrolled in courses at Kutztown University either full-time or part-time, pursuing undergraduate, graduate, or professional studies; (2b) all persons who are not officially enrolled for a particular term but have not officially withdrawn from the university and maintain eligibility to enroll; (3) all persons defined under item 2a or 2b who withdraw after allegedly violating the *Student Code of Conduct*.

**Organization:** Organizations are defined as groups including but not limited to: a fraternity, sorority, association, corporation, order, society, corps, club, club sport, athletic team, or service, social or similar group, whose members are primarily, students and or alumni of the organization, or Kutztown University.

#### **What is Hazing?**

The University defines hazing as intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating an individual into or with an organization, or for the purpose of continuing or enhancing an individual's membership or status in an organization, causes, coerces or forces an individual to do any of the following:

1. Violate federal or state criminal law;

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<sup>1</sup> The official Hazing Policy is published in the KU student handbook, *The Key*. This standalone copy of the policy is made available as a reference. Please consult the official policy in the student handbook as needed.

2. Consume any food, drink, alcoholic liquid, drug or other substance that subjects the minor or student to a risk of emotional or physical harm;
3. Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements;
4. Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment;
5. Endure brutality of a sexual nature;
6. Endure any other activity that creates a reasonable likelihood of bodily injury; and/or
7. Result in the willful destruction or removal of public or private property.

The definition of hazing does not include reasonable and customary athletic, law enforcement or military training, contests, competitions or events.

Kutztown University and its organizations are subject to criminal penalties for intentionally, knowingly and recklessly promoting or facilitating hazing or aggravated hazing.

Consent is not a defense to a criminal charge of hazing or a charge under Kutztown University's *Student Code of Conduct*, *Student Organization Conduct Review Process* or this policy. The sanctioning or approval of the conduct by a university employee/volunteer is not a defense to a criminal charge of hazing or a charge under the university's *Student Code of Conduct*.

### **Penalty & Enforcement**

Any organization found to have engaged in hazing is subject to discipline under but not limited to, the *Student Organization Conduct Review Process* and the sanctions noted below. Any individual student who participates in hazing is subject to discipline under the *Student Code of Conduct*. As noted above, hazing is also subject to criminal penalties. Individuals and members of organizations who participate in hazing may be arrested and prosecuted in accordance with state law. Allegations of hazing by employees or university volunteers may be reported to the Office of Human Resources and/or University police; allegations against other individuals may also be reported to University police.

Individual students accused of hazing as part of a student group which does not fall under the official student organization recognition process of the Office of Student Involvement (e.g. intercollegiate athletic teams, academic groups, music groups/bands, etc.) are subject to the standard student conduct process for their actions. Reported incidents of hazing involving such student groups will also be reported to the appropriate University authority(ies) for group-wide follow-up and action (as needed).

### **Sanctions**

Students violating this policy may face sanctions including but not limited to fines, the withholding of a diploma or transcript pending compliance with rules or pending compliance with rules or payment of fines, probation, suspension, or dismissal.

Organizations violating this policy may face sanctions including but not limited to fines, rescission of permission to operate on campus or other school property and rescission of permission to operate under the sanction or recognition of Kutztown University.

### **Scope of Policy**

Consistent with the *Student Code of Conduct's* Jurisdiction policy (Article 3), this policy prohibits hazing on or off campus including on privately-owned property.

### **Reporting & Enforcement**

For **EMERGENCY** situations please call 911 or Public Safety at 610-683-4001.

Any person experiencing or witnessing behavior suspected to be hazing is encouraged to report the behavior to Public Safety & Police Services, Office of Student Involvement and/or the Dean of Students Office by submitting the following online [Hazing Report Form](#) or by contacting one of the offices listed below:

<https://www.kutztown.edu/studentconduct> or,  
[https://cm.maxient.com/reportingform.php?KutztownUniv&layout\\_id=2](https://cm.maxient.com/reportingform.php?KutztownUniv&layout_id=2)

Public Safety & Police Services  
Old Main, I Wing  
Emergencies: 610-683-4001  
Non-Emergencies: 610-683-4002  
Web: <http://www.kutztown.edu/publicsafety>

Student Involvement Office  
153 McFarland Student Union  
Phone: 610-683-1383  
Web: <http://www.kutztown.edu/involvement>

Dean of Students Office  
119 Stratton Administration Center  
Phone: 610-683-1396  
Web: <http://www.kutztown.edu/deanofstudents>

Student Conduct  
119 Stratton Administration Center  
Phone: 610-683-1320  
Web: <http://www.kutztown.edu/studentconduct>

Upon submission of the online *Hazing Report Form*, a copy of the report will automatically be forwarded to Public Safety & Police Services, Student Involvement, Dean of Students and Student Conduct offices for appropriate follow-up and investigation. **If an emergency exists, please do not rely on this reporting form alone and contact Public Safety & Police Services at 610-683-4001 or call 911 immediately.**

### **Amnesty Policies**

Consistent with university policy, the university encourages the reporting of *Student Code of Conduct* violations and crimes, including hazing, therefore the university will follow a policy of offering victims of serious crimes or offenses amnesty from secondary student conduct infractions related to the incident question.

The *Good Samaritan Policy for Alcohol & Other Drug Incidents* (STU-032) provides conditions for amnesty related to the reporting of alcohol and drug related medical emergencies.

The *Sexual Misconduct Policy* provides conditions for amnesty from secondary offenses (e.g. alcohol violations) related to the reporting of sexual violence, dating violence, domestic violence and stalking incidents.