

University of Findlay's Anti-Hazing Policy

The University of Findlay (“University”) strictly prohibits hazing of any kind. Hazing is a violation of University policy under this Anti-Hazing Policy (“Policy”), as well as a violation of Ohio law.

- I. **Purpose.** This Policy informs students, employees and others of the campus community about their responsibilities regarding hazing, the University’s response to Policy violations, and the resources available for addressing concerns related to hazing or suspected hazing. The Associate Vice President for Safety & Wellness has primary responsibility for enforcement of this Policy. This Policy is in compliance with [Collin’s Law: The Ohio Anti-Hazing Act](#).
- II. **Definitions.** The following terms are defined for the purpose of this Policy:
 - a. **Student.** An individual enrolled at the institution from the time that person has signaled their intent to enroll at the University of Findlay, through commencement, including all breaks during the academic year.
 - b. **Student Organization.** An organization or group recognized by, or operating under the sanction of an institution, including national or international organizations with which a fraternity or sorority is affiliated.

Student organizations include, but are not limited to:

- Athletic teams (i.e., varsity teams, junior varsity teams, intramural teams, club teams, equestrian teams, etc.)
- Groups affiliated with academic programs (i.e., band, ensembles, etc.)
- Military organizations
- Honor societies
- Performing arts groups
- Spirit groups (i.e., cheer, dance, drill, etc.)

See a list of the University of Findlay’s Student Clubs and Organizations [here](#).

- c. **Employee.** An individual employed by the University of Findlay, including both full and part-time employees, administrators, faculty members, teachers, consultants, student employees, and graduate assistants.
- d. **Alumni.** An individual who is a graduate or former student of the University of Findlay.

- e. **Volunteer.** An individual who freely, with or without compensation, takes part in a task intended to benefit the University and/or a Student Organization, and does so in an official and professional capacity.
- f. **Coercion.** Coercion is defined as using unreasonable pressure to persuade someone to do something, possibly by force or threat. In the event that another person makes it clear they do not want engage in a particular activity, that they want to stop a particular activity, or that they do not want to go past a certain point with respect to a particular activity, the act of using unreasonable pressure to persuade the person to engage in the activity, continue the activity, or go beyond a certain point, can be coercive.

- III. **Application of Policy.** This Policy applies to University of Findlay students, student organizations, administrators, employees, faculty members, teachers, consultants, alumni, volunteers, and other licensees and invitees. In some circumstances, this Policy also applies to unsanctioned organizations.

This Policy applies to hazing that takes place between two or more people who are affiliated with the University regardless of whether it occurs on or off campus or at a non-sanctioned event. This Policy applies to all University locations, including where the University is extended to distance education, such as study abroad, service trips, experiential learning opportunities, and athletic, club sport, and other group travel.

This Policy may also apply to behavior conducted online, via e-mail or through electronic media, in cases where the behavior is not protected by freedom of expression. While the University does not conduct routine searches of email or electronic media for incidents of bullying behavior, the University will take action in accordance with the [Acceptable Use Policy](#) if such incidents are brought to the attention of University officials.

- IV. **Prohibited Conduct Under This Policy.** This Policy prohibits Hazing by Individuals and Hazing by Student Organizations (collectively referred to as “hazing”).

- a. **Hazing** Ohio law defines hazing as “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.](#)”

The University of Findlay further defines hazing as physically, mentally, or emotionally harming or threatening to harm any person; intentionally or recklessly causing harm to any person or reasonable apprehension of such harm; or creating a condition that endangers the health and safety of self or others, including through the facilitation of, or participation in, any mental, emotional or physical hazing activity. Examples of hazing under this Policy include, but are not limited to the following:

- Forced cleaning
- Running errands/menial tasks
- Mental and/or psychological abuse
- Public or private displays of humiliation
- Forced use of drugs or alcohol
- Providing alcohol to minors
- Use of alcohol or drugs during new member education/intake process or other membership events
- Line-ups
- Forced eating or drinking of items
- Sleep deprivation
- Public nudity
- Forced wearing of embarrassing clothing
- “drop-offs” or “dumps” in unfamiliar places
- Violence
- Sexual assault
- Beating
- Kicking
- Creation of excessive fatigue
- Any activity which seriously endangers the health or safety or another individual

V. **How to Report Hazing.** Campus safety is the University’s top priority and all reports of misconduct are taken seriously to protect everyone’s health and well-being. All members of the University’s community are expected to report hazing by contacting any of the following:

- a. The Associate Vice President for Safety & Wellness, Old Main #104, 419-434-4733
- b. Office of Equity & Title IX, Old Main Office #45, 419-434-4739
- c. Office of Student Affairs, Old Main #104, 419-434-4570
- d. Campus Safety, 419-434-4799
- e. Online reporting is available through Guardian [here](#).

- f. Anonymous reporting of crimes is available through Campus Safety's Silent Victim/Witness Program [here](#). Note that providing information anonymously may impede the University's ability to respond to and investigate the reported incident(s).
- g. In the event of an emergency, individuals should dial 911 before contacting Campus Safety.

Any individual making a report or expressing concern to the University will be heard in good faith. However, intentionally providing false or inaccurate information or records to the University or local authorities is grounds for immediate suspension or dismissal; as is providing a false report of an emergency and/or University policy violation. See the University's Providing False Information and/or Withholding Information policy [here](#).

VI. Additional Reporting Requirements for Employees and Volunteers.

Immediately upon learning of potential hazing, all administrators, employees, faculty members, teachers, consultants, alumni and volunteers of any student organization, who are acting in an official and professional capacity who receive a complaint of hazing or who observes or learns of conduct that is reasonably believed to be in violation of this Policy is required to report the alleged conduct to the Associate Vice President for Safety & Wellness.

No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization, who is acting in an official and professional capacity shall recklessly fail to immediately report the knowledge of hazing to a law enforcement agency in the county in which the victim of hazing resides or the in which the hazing is occurring or has occurred. Please work with the Associate Vice President for Safety & Wellness to ensure that this report is submitted in the correct county and with the proper law enforcement agency. Failure to report any observed hazing incident, or improper activity believed to be in violation of the Policy is prohibited conduct under this Policy and may result in criminal charges.

Employees who are required by law to protect confidentiality are exempt from this requirement. Reports made pursuant to this Policy do not supersede or replace other reporting obligations. Confidential Resources on campus include Counseling Services (419-434-4526), Cosiano Health Center (419-434-4550), and Campus Ministries (419-434-5624).

- VII. Amnesty.** The University encourages any member of the campus community to report hazing. To encourage such reporting and the honesty of those participating in the process, the University provides disciplinary amnesty for drug and alcohol violations related to personal use, to students who report an incident or otherwise participate in the University's process in good faith. However,

amnesty will not be provided to individuals for behavior that causes harm to another person or for the participation in or facilitation of violations of this Policy.

- VIII. **Procedures.** The University will address reports of individual hazing, as defined in this Policy, pursuant to Section V ([Disciplinary procedures in instances of misconduct of a non-academic nature which may subject a student to suspension or dismissal](#)) of the Student Rights and Responsibilities Statement.

In the event a student organization is accused of hazing misconduct, the University will address this report pursuant to Section VI ([Disciplinary Procedures in instances of Student Organization Misconduct](#)) of the Student Rights and Responsibilities Statement.

In the event an employee is accused of hazing misconduct, the University will address this report pursuant to the procedures in Section A.4 (Whistleblowing Procedure; Wrongful Conduct/Good Faith Report) of the Employee Handbook.

Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency.

- IX. **Sanctions.** Hazing is a serious offense and is therefore subject to the full range of sanctions available at the University. Those individuals found responsible of hazing may be subjected to one or more of the following sanctions: reprimand, disciplinary probation, monetary fines, community service, restitution, counseling, restriction in campus access, educational training,, suspension, and expulsion/dismissal. A violation of this Policy by a student organization will be subjected to a \$1,000.00 fine.

Any student organization found to be responsible for violating this Policy may also be subject to other outcomes in accordance with the applicable policies of outside constituencies or groups, including national organizations and governing bodies. Dismissal, suspension, fines, or education could be required of that organization if found in violation of the hazing policy.

Violations of this Policy by employees may result in corrective action or discipline (including termination) in accordance with applicable University policies and procedures.

A penalty imposed by the University is in addition to a penalty imposed for violation of section 2903.31 of the Revised Code, the criminal laws of this state, or any other rules or policies to which the violator may be subject.

- X. **Retaliation.** The University strictly prohibits retaliation. Retaliation against an individual for reporting an allegation, for supporting an alleged violator, or for assisting in providing information relevant to an allegation, or any adverse action taken against a person participating in the University's process is a violation of

University policy. Any form of relation should be reported to the Associate Vice President of Safety & Wellness immediately.

- XI. **Training and Education.** The University provides students with hazing education that includes information regarding hazing awareness, prevention, intervention, and the provisions of this Anti-Hazing Policy. This educational program may be conducted in-person or online, and will be offered at least once for all students to complete during new student orientation.

All students seeking membership in a registered student organization at the University of Findlay 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 until the hazing education has been completed.

The Associate Vice President of Safety & Wellness will maintain a record of individuals who have completed the University's hazing education program. If a student is unsure whether they have completed the required program, they should contact the Associate Vice President for Safety & Wellness at 419-434-4733 to verify their eligibility to join a student organization.

The University provides employees and volunteers with hazing education that includes information regarding hazing awareness, prevention, intervention, and the provisions of this Anti-Hazing Policy. Student organizations will be responsible for conducting training for any volunteer who has contact with students.

- XII. **Dissemination of Policy.** The University will post this Policy on its website, available [here](#), as well as provide a copy of the Policy to each organization within the institution.
- XIII. **University of Findlay Hazing Report.** The University will maintain a report of all violations of this Policy that are reported to the University and which result in a charge of violation of this Policy. The University will update the report bi-annually on January 1 and August 1 of each year and will post the updated report on the University's website.
- XIV. **National Online Resources**
- h. [The Gordie Center](#) - The mission of the Gordie Center is to end hazing and substance misuse among college and high school students nationwide.
 - i. [HazingPrevention.Org](#) - HazingPrevention.Org is a national nonprofit dedicated to empowering people to prevent hazing. Our goal is to

educate people about the dangers of hazing, advocate for change, and engage the community in strategies to prevent hazing.

- j. [StopHazing](#) - StopHazing's mission is to promote safe and inclusive school, campus, and organizational environments through research, resource sharing, and the development of data-driven strategies for hazing prevention and the promotion of positive group climates.
- k. [Timothy J. Piazza Center for Fraternity and Sorority Research and Reform](#) - The Timothy J. Piazza Center for Fraternity and Sorority Research and Reform establishes new insights into understanding the complex issues facing fraternity and sorority life and empowers higher education to help create a fraternity and sorority experience that is safer and more meaningful. The center produces actionable data to give practitioners, campuses, and headquarters the evidence needed to enact significant change on their campuses for the over 750,000 members across more than 770 campuses with fraternity and sorority life.