

HAZING PREVENTION POLICY

Purpose: The purpose of this policy is to follow the established universal definition for hazing, provide transparency to the campus community, help educators track and intervene in harmful patterns, and educate students and campus stakeholders to be informed about hazing, know how to report it, and possess skills to help prevent it. While hazing occurs in the context of fraternity and sorority life, studies show it is more widespread, including athletics, marching bands and other performing arts groups, honor societies, club sport teams, student government organizations, and others. All incidents of hazing will be included in the Manchester University Annual Security Report (ASR).

Policy Statement: It is intended that this policy prohibit harmful behavior associated with hazing and to help shape healthy group behaviors that promote inclusive campus communities to support ethical student leadership, well-being and belonging. Effective prevention of harmful behavior also includes education and skill-building strategies to help keep students safe.

Definitions:

Hazing: any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate.

Prohibited actions, situations and activities included but are not limited to:

- Any brutality of a physical nature, such as paddling, beating, branding, or calisthenics.
- Excessive exposure to the elements.
- Consumption of any food, alcohol, drug, or other substance that puts health at risk.
- Theft of any property.
- Any activity or situations which would subject an individual to extreme mental or physical stress, such as permitting less than six (6) hours of continuous, uninterrupted sleep per night, or forced or required extended exclusion from social contact.
- Conduct which could result in extreme embarrassment, such as nudity at any time.
- Running personal errands for others such as driving them to class, cleaning their individual rooms, washing their cars, etc.
- "Road Trips" (dropping someone off to find their own way back, scavenger hunts for items not related to the proposed or mission of the organization, or kidnapping).
- "Line-ups," including but not limited to any activity where individuals are forced to answer questions or to endure any personal indignity.
- Forcing, requiring, or encouraging the violation of any University policy, or Federal, State, or local law.

Acceptable Behavior: Any new member initiation process should be conducted in a manner that respects the dignity of new members and protects their mental and physical well-being.

Procedure: All members of the campus community have a duty to promptly report good faith concerns about potential hazing impacting another member of the campus community. This reporting pertains to any knowledge about hazing, whether that hazing has already occurred or is set to occur in the future, they have a duty to immediately report the hazing-related information.

All students, faculty, and staff must take reasonable measures within the scope of their individual authority to prevent violations of this policy.

Violations of this policy or interference in an investigation under this policy by students or student organizations are subject to sanctions under the University Conduct System as outlined in The Source. [The Source 2025-2026.pdf](#). Any University employee who knowingly permits, authorizes, or condones hazing activity is subject to disciplinary action as outlined in the Employee Handbook. [chonet.manchester.edu/dept/hr/Handbooks/Employee Handbook - Manchester University - rv. 12.2024.pdf](http://chonet.manchester.edu/dept/hr/Handbooks/Employee%20Handbook%20-%20Manchester%20University%20-%20rv.12.2024.pdf).

Violations of this policy by students or student organizations can be reported via the Report It! button located on the University website or making a report with any Campus Security Authority. (CSA) This includes University Safety located in the Clark Computer Center, room 104. Anonymous reports can also be submitted via the University Anonymous tip line, 260-982-5995.

The Conduct Coordinator will investigate the complaint in accordance with the Restorative Justice Process. The Restorative Justice Process shall govern all proceedings involving such a complaint. Sanctions, if appropriate, will be imposed in accordance

with the Restorative Pathways per The Source. [The Source 2025-2026.pdf](#)

The University has established a Hazing Prevention Task Force, composed of the Vice President for Student Life, the Conduct Coordinator, and the Director of University Safety.

When a report of hazing is received, the Task Force will investigate and determine whether the organization is responsible under the University's Anti-Hazing Policy. If found responsible, the Task Force will assign appropriate consequences, which may include:

- Cease-and-desist orders
- Educational programming requirements
- Probation with conditions (e.g., no further hazing violations for one academic year)
- Temporary suspension
- Permanent disbandment

This list is not exhaustive. Additional sanctions may be applied in alignment with the University's restorative justice philosophy.

APPEALS Organizations who have been found to be in violation of University Anti Hazing Policy have the opportunity to appeal the finding under the following circumstances:

- New unexamined evidence or considerations are presented.
- The organization believes there was undue bias present in their earlier hearing/review.
- The organization believes the outcome of the hearing/review was too severe in relationship to the violation.

Appeals to hearings/reviews must be submitted to the president's office within three business days of the hearing/review. Appeals are to be in writing and are to note which of the circumstances listed above the organization wishes to have considered. Appeals will be addressed by the president's office or their designee. The president's office may call an Appeal Board to review the appeal. The president's office or the Appeal Board can refer the case back to the Anti Hazing Task Force for reconsideration with comment or they may make a final decision and no other appeal exists. There may be situations or circumstances which are too severe to warrant an appeal. The president's office in conjunction with the President will make those determinations.

Violations of this policy by faculty, staff, and other employees are subject to discipline in accordance with the University policies and procedures governing employee misconduct. [chetnet.manchester.edu/dept/hr/Handbooks/Employee Handbook - Manchester University - rv. 12.2024.pdf](http://chetnet.manchester.edu/dept/hr/Handbooks/Employee%20Handbook%20-%20Manchester%20University%20-%20rv.12.2024.pdf). Violations by faculty, staff, or other employees can be reported in writing to Human Resources as well as via the Report It! button located on the University website.

Any violations involving a crime, an emergency, or an imminent threat to the health or safety of any person should be reported immediately by dialing 911 or reaching out to University Safety at 260-982-5999.

Note: Students may be accountable both to civil authorities and to the University for acts that constitute violations of law and of this Code of Conduct. Disciplinary action at the University will normally proceed during the pendency of criminal proceedings and will not be subject to challenge on the ground that criminal charges involving the same incident have been dismissed or reduced.

Manchester University will report to University Safety any complaint of hazing involving criminal conduct that creates a substantial risk to the health or safety of any person in the campus community. Such reporting shall include, but not be limited to, criminal homicide offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations, and illegal weapons possession.

The University will produce a Campus Hazing Transparency Report which will include violations that the University has documented. The Campus Hazing Report will be updated at least two times a year. The University will publish the on the Manchester University website the Campus Hazing Transparency prevention policy along with a list of organizations that have violated the hazing policy.

Education and Prevention Programs

Manchester University will help prevent hazing by establishing campus-wide, research based hazing education and prevention programs. Education and prevention programs will be made available to all faculty, staff and students. Programming will be a collaborative effort between Human Resources, Student Life and University Safety.

