



XAVIER UNIVERSITY

Anti-Hazing Policy

Effective: May 1, 2022

Last Updated: New Policy as of 2022

Responsible University Office: Division of Student Affairs and Office of Human Resources

Responsible Executive: Chief Student Affairs Officer and Chief Human Resources Officer

Scope: Faculty, Staff, Students, and Independent Contractors and Volunteers

A. REASON FOR POLICY (if applicable)

Being a member of the Xavier University community is a privilege that carries with it responsibility for the well-being of all other members of the community. At Xavier University, all members of the community share responsibility for the health and safety of fellow students and for promoting positive student behavior. As part of Xavier's commitments to these values, the university does not tolerate hazing activities and mandates reporting of these activities by any member of the Xavier community.

B. POLICY

This Anti-Hazing Policy applies to conduct by an individual who is a student or employee of the University. Conduct may be considered hazing when it occurs in the context of a any organization or group event regardless of whether the event is officially sanctioned by the university, or whether the behavior occurs on or off-campus.

Reporting:

Anyone with knowledge of hazing allegations must make a report to the Dean of Students Office or Xavier University Police Department (XUPD). Generally, the Dean of Students Office will coordinate the university's response to all hazing allegations involving allegations of student misconduct. The Dean of Students Office reserves the right to involve other Xavier departments/offices (e.g. the Office of Human Resources, XUPD, etc.) as appropriate and those departments will follow all applicable university polices and/or departmental procedures.

Individuals may report allegations of hazing against students by contacting any of the following:

- Dean of Students Office at 513-745-3166 or www.xavier.edu/dean-of-students
- Student Concern Report: <https://www.xavier.edu/dean-of-students/student-concern-report>
- Xavier University Police Department at 513-745-2000
- Anonymous reports can be made through the Xavier's [web-based hotline](#) or by calling 1-855-481-6238.

- In the event of an emergency, please contact XUPD at 745-1000 or dial 911.

Individuals may report allegations of hazing against employees by contacting any of the following:

- Office of Human Resources at 513-745-3638
- Xavier University Police Department at 513-745-2000
- Anonymous reports can be made through the Xavier's [web-based hotline](#) or by calling 1-855-481-6238.
- In the event of an emergency, please contact XUPD at 745-1000 or dial 911.

Xavier University may provide amnesty in accordance with the University's [Amnesty Policy](#), for non-hazing policy violations to students who report allegations of hazing in accordance with the Student Handbook. Xavier University will not tolerate retaliation against individuals who report hazing misconduct. Reports of student retaliation should be made to the Office of Dean of Students or the Xavier University Police Department. Reports of retaliation by a university employee should be made to the Office of Human Resources or XUPD.

Hazing Reports:

Xavier will maintain records of any reports of hazing misconduct for the current academic year as well as the previous (5) academic years. Xavier will share a report of all hazing allegations bi-annually on January 1 and August 1 of each year and will post the updated report on the Dean of Students website.

Training:

To support its commitment to hazing prevention, Xavier requires all students, faculty, staff, administrators, and independent contractors and volunteers (who have direct involvement with students) to participate in an anti-hazing training.

Training will be required one time of all employees, typically as part of the onboarding process, and will be available to all employees annually thereafter.

Training will be required one time of all students, typically as part of New Student Orientation, and will be available annually thereafter. Xavier will maintain a record of participation in the training. Students will only be eligible for student group or organization membership, as defined herein, after completing the hazing prevention education.

C. DEFINITIONS

Hazing shall include any intentional or reckless act, or coercion of another to act, that is an implicit or explicit condition for initiation into, admission to, affiliation with, or continued or enhanced membership in any group or organization, and which causes or creates a substantial risk of causing mental or physical harm, harassment, discomfort, embarrassment, or ridicule to any person, including, but not limited to, coercing another to consume alcohol or other drugs.

Examples of common hazing activities may include, but are not limited to:

- 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;
- Paddling, striking, beating, pushing, shoving, immobilizing, or inappropriately restraining an individual;

- Activities that result in sleep deprivation or loss of study time;
- Forced or coerced consumption of alcohol, drugs, foods, or other substances;
- Abduction or forced relocation of an individual;
- Psychological abuse;
- Forced or coerced activities that are inappropriate, disruptive, illegal, publicly indecent, or morally degrading.

Student Group or Organization – any group of university students, including those groups that are recognized or affiliated with the university and those group that are not. For purposes of this policy, recognized or affiliated student organizations include, but are not limited to: clubs, university-affiliated organizations, subordinate bodies, club sports, intramural teams, NCAA athletic teams, music and performance groups, ROTC affiliated groups, or any other group officially recognized by Xavier University through either a university office or department (including academic colleges or departments) or the Student Government Association (SGA). Unrecognized or unaffiliated groups may include any organized group of individuals who are students or employees of the University that a reasonable person would conclude maintains an ongoing educational or employment interest.

Independent Contractor or Volunteer – For purposes of this policy, an Independent Contractor or Volunteer is someone who acting in their official capacity advises or coaches student organizations and/or student groups and who has direct contact with students.

D. PROCEDURES

Students, Student Organizations, and Student Groups

Xavier University will respond to all allegations of student, student organization, and student group hazing behavior, regardless of where the activities occur. Allegations in which a student is accused of engaging in hazing will be referred to the Student Conduct process as articulated in the Xavier Student Handbook. The university reserves the right to notify any national or oversight organization as the student conduct process is implemented.

Criminal investigation resulting from a report to law enforcement will be handled by the appropriate law enforcement agency. The university's response in these circumstances will follow the guidelines articulated in the [Student Handbook, Section 1.3.5.1 - Violation of Law and University Policy in General](#).

The Dean of Students Office will assess the need for interim measures (e.g. suspension of individual or group activities) as the student conduct process is implemented.

In the event a student or group is found responsible for hazing, an appropriate sanction will be imposed through the student conduct process. Hazing is a serious offense of the Student Code of Conduct, and therefore, is subject to the full range of sanctions (expulsion, suspension, probation, removal from University Housing, residence life probation, and limitations of activities). In addition, other educational activities may be required as conditions of the sanction. An individual, organization or group may be subject to other outcomes in accordance with the applicable external organization or governing body. The university has the right to act regardless of the actions of the external body.

Xavier Employees and Volunteers

Xavier University employees, Independent Contractors, and Volunteers are expected to uphold the University's commitment to this policy. Employees, Independent Contractors, and Volunteers who receive a complaint of hazing or who observe or learn of conduct that they reasonably believe to be in violation of this policy are required to report the alleged conduct as specified in this policy. In addition to the duty to report created by this policy, there may also be a duty to report the allegations of criminal conduct to law enforcement.

In particular, Ohio law requires that any administrator, employee, faculty member, teacher, consultant, alumnus or volunteer who has knowledge of students engaging in hazing behavior shall immediately report hazing to a law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred, which may be XUPD or another law enforcement agency. The Xavier community may always contact XUPD for assistance with this process. Failure to report could constitute a criminal offense, so it is important for campus community members to understand their obligations and how to report instances of hazing.

In the event Xavier becomes aware of an employee's failure to comply with this policy, the matter will be processed through the Office of Human Resources consistent with the Faculty Handbook or Employee Conduct Policy.

Other applicable policies and/or resources

[Student Handbook](#)

[Employee Conduct Policy](#)

[Faculty Handbook](#)

Ohio Revised Code 2903.31 and 2903.311

[Xavier Clubs webpage](#)