

Hazing

Purpose

Hazing violates the God-given dignity of others and is incompatible with the practice of the Benedictine value of respect. Many acts of hazing are illegal and it is a behavior strictly prohibited by the NCAA and other organizations with which the University of Mary is affiliated. This policy is intended to establish that hazing of any kind, is unacceptable at the University of Mary and will not be tolerated.

Statement of the Policy

Definition

For the purposes of this policy, hazing is any activity which is unsafe, abusive, harmful, distressing, embarrassing, humiliating, disrespectful, illegal or otherwise demeaning that is required or implied as being necessary or beneficial as part of the process of joining, affiliating with, being initiated into or determining status in any group, organization, team or department at the university (whether or not the group has official recognition from the university or not). Hazing can occur regardless of the willingness to participate. Hazing includes (but is not limited to) encouraging or requiring any form of alcohol abuse or the use of any other intoxicant or mind altering substance, the administration of any physical or emotional pain or abuse, creation of excessive fatigue, quests, road trips or any other such activities, wearing of apparel in public which is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, and any other activities which are not consistent with law or the policies of the university. The university recognizes that hazing may be perpetrated by a group or organization as a whole, by an individual or a group of individuals within the group, by former members of a group, current or former students, or by current or former faculty or staff. In all circumstances, the university reserves the right to sanction the group, as well as individual members, whether or not the hazing was part of the groups' official activities or not.

How to Report Hazing

Any member of the university community who has been subjected to hazing or anyone who has knowledge that hazing is planned should file a written complaint pursuant to the Conduct Grievance Procedure. [Conduct Grievance Procedure](#)

Approved

April 2009 by the President of the University of Mary

November 2009 by the Executive Committee of the University of Mary Board of Trustees