

The University of Akron Hazing Prevention Policy

The University of Akron prohibits hazing as defined by [Federal Law 20 U.S.C. 1092\(f\)\(6\)\(A\)](#); [Ohio Revised Code 2903.31](#); and the University [Code of Student Conduct](#). The University will investigate and respond to all reports of hazing.

Federal Hazing definition:

Under Federal law (20 U.S.C. 1092(f)(6)(A)(vi)) hazing is defined as “any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- 1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- 2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - (a) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - (b) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - (c) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - (d) causing, coercing, or otherwise inducing another person to perform sexual acts;
 - (e) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - (f) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - (g) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

The term 'student organization', means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, **whether or not the organization is established or recognized by the institution.** (highlight added).

Ohio Revised Code Hazing definition:

Under the [Ohio Revised Code](#) hazing is defined as:

(A)

1. "Hazing" means 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."
2. "Organization" includes a national or international organization with which a fraternity or sorority is affiliated.

(B)

1. No person shall recklessly participate in the hazing of another.
2. No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization, including any primary, secondary, or post-secondary school or any other educational institution, public or private, shall recklessly permit the hazing of any person associated with the organization.

(C)

1. No person shall recklessly participate in the hazing of another when the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to the other person.
2. No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization, including any primary, secondary, or post-secondary school or any other educational institution, public or private, shall recklessly permit the hazing of any person associated with the organization when the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to that person.

(D) Whoever violates this section is guilty of hazing. A violation of division (B)(1) or (2) of this section is a misdemeanor of the second degree. A violation of division (C)(1) or (2) of this

section is a felony of the third degree.

University of Akron Hazing definition:

In addition to [Federal Law 20 U.S.C. 1092\(f\)\(6\)\(A\)](#) and [Ohio Revised Code 2903.31](#), the University has established the following definition of hazing in the [Code of Student Conduct](#):

3359-41-01(D) (20) Hazing: Hazing means doing, participating in, allowing, causing, coercing or forcing an individual to do, any of the acts listed in this paragraph, regardless of the individual's willingness to participate, for the purpose of admitting, affiliating, or initiating, an individual into or with a student organization or any other recognizable groups, teams, or associations of students, or for the purpose of continuing, enhancing, or reinstating an individual's affiliation, membership, or status in a student organization or any other recognizable groups, teams, or associations of students:

- (a) Consume any food, liquid, alcohol, drug of abuse, or other substance;
- (b) Endure any act of a physical nature including, but not limited to, whipping, beating, branding, paddling, kicking, pushing, shoving, physical exercise, physical exertion, or exposure to the elements;
- (c) Endure any act which may adversely affect the mental health or dignity of the individual including, but not limited to, sleep deprivation, exclusion from social contact, or conduct that could result in embarrassment, harassment, ridicule, or degradation;
- (d) Any activity which has the potential to be frightening, degrading, or unduly deceptive, including deception designed to convince the individual of impending pain, injury, or non-admission, non-affiliation, non-initiation, or non-membership, including, but not limited to, promoting servitude, requiring individuals to run personal errands, intentionally creating labor or clean-up work, berating or verbally harassing individuals, referring to individuals by demeaning or embarrassing nicknames, assigning individuals degrading, crude, or humiliating stunts, skits, or acts, throwing items at or on individuals, forcing individuals to carry items, forcing individuals to yell when entering or departing a physical structure or in the presence of designated individuals, forcing individuals to use designated entrances or exits, forcing an individual to be confined to a small space, transportation and/or abandonment of an individual, or requiring individuals to wear embarrassing, humiliating, or scant attire or to be nude;
- (e) Any activity that causes or creates a substantial risk of causing mental or physical harm to any individual;

- (f) Endure or participate in any act of a sexual nature;
- (g) Any activity which endangers or has the potential to endanger the academic performance of the individual, such as not allowing adequate time for or interfering with academic commitments;
- (h) Any destruction or removal of public or private property; or
- (i) Any violation of federal, state, or local law; university policy, rule or regulation; or the Ohio department of higher education anti-hazing policy.

Hazing does not include reasonable and customary athletic, law enforcement or military training, contests, competitions, or events that are explicitly relevant to the mission of the student organization or any other recognizable groups, teams, or associations of students.

Expressed or implied consent of the victim to hazing is not a defense and does not prevent the behavior from being considered a violation of this rule. It is a violation of this rule for any individual, knowing that hazing has been or is being committed, to fail to report such information to law enforcement authorities or to the department of student conduct and community standards.

Application:

This Policy applies to University of Akron students, student organizations, or any other group, team, or association of students, and employees. This Policy also applies to volunteers that advise or coach students and/or student organizations and who have direct contact with students. Behavior on and off campus is covered under this Policy.

Reporting:

Campus safety is our top priority, and we protect and support the health and well-being of the community following reports of misconduct. The University depends on community members to identify and report behaviors of concern so the University can provide distressed students and employees with appropriate support services and resources. If you see any concerning or suspicious behavior that may constitute hazing under the Code of Student Conduct, the Ohio Revised Code, or Federal Law, you are required to report the behavior. The University is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, the ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.

To report hazing, call:

- The University of Akron Police Department 24 hours/day at 330-972-2911.
- The Department of Student Conduct and Community Standards at 330-972-6380 or submit an [online referral](#).
- Human Resources, Labor and Employee Relations at (330) 972-6195. (Human Resources can

also be contacted by email at askhr@uakron.edu.)

- Anonymous Reporting Line. The line is a third-party, confidential service available at all hours at 1-844-734-3645 or [online](#).

Requirement to Report:

Students are required to report if they are aware that hazing has been or is being committed to the Department of Student Conduct and Community Standards.

Employees and volunteers are required to report knowledge of hazing as defined under Federal Law, the Ohio Revised Code, and the Code of Student Conduct. Failure to make a timely report may result in appropriate discipline. Under [Ohio Revised Code 2903.311](#) failing to report hazing may be a criminal violation. Individuals who are required by law to maintain confidentiality are not required to report.

Enforcement/Investigation:

The Department of Student Conduct and Community Standards is responsible for investigating allegations of hazing involving students and student organizations. The investigation and adjudication will follow the process outlined in the [Code of Student Conduct](#).

Any allegations regarding employees or volunteers under this policy will be forwarded to Labor and Employee Relations in the Department of Human Resources. The investigation will be conducted by Labor and Employee Relations staff in conjunction with any relevant University parties. Upon completion of the investigation, a determination will be made as to whether [University Rules](#) or policies were violated. Further action will be taken based on the University's disciplinary policies formulated by board rule, law, and relevant collective bargaining agreements.

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

Potential sanctions:

Hazing is a serious offense of the [Code of Student Conduct](#) and is subject to the full range of sanctions for individuals and organizations under the Code (reprimand, disciplinary probation, deactivation, suspension, and dismissal). In addition, other educational activities may be required as conditions of the sanction. The University has the right to act regardless of any sanctions imposed on an individual or student organization by an external governing body. Employees and volunteers who haze, permit hazing, or fail to report hazing are subject to discipline, up to and including termination.

University Reports:

The University will maintain a report of all violations of the University's hazing policy. The report will be updated biannually on January 1 and August 1 of each year and will post the

updated report on the University's website.

Training:

The University requires that all students, employees, and volunteers complete hazing awareness and prevention training. The hazing training includes (1) bystander intervention lessons (2) risk reduction strategies such as promoting protective factors and ethical leadership (3) opportunities for practicing and refining individual intervention skills, and (4) defining shared cultural expectations for the University community. Hazing awareness and prevention resources are available through online University training systems and at University departments and offices. The training and prevention resources are reviewed annually, informed by research and report data, and are available online or in person from the Office of the Dean of Students. Students, employees, and volunteers will not be permitted to be members of recognized student organizations, club sports, and all University of Akron athletic teams if they fail to complete the required training.

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