

ANTI-HAZING REPORT

University of Akron

January 2023

The following report is being provided in compliance with Collin's Law: The Ohio Anti-Hazing Act, Ohio Revised Code 3345.19(D)(1).

This report summarizes individuals and student organizations found responsible for hazing violations that have been reported to the institution for the five consecutive years prior to the effective date of Collin's Law. This report includes the date the hazing behavior was reported to the University, the date it was resolved, a brief description of the findings, and a summary of the sanctions.

Please note that the report does not include personal identifying information of an individual pursuant to the Family Educational Rights and Privacy Act (FERPA) and University Rules 3359-11-08.

Prior to December 20, 2021, The University of Akron through its Code of Student Conduct (3359-41-01) defined hazing as:

- Hazing, as defined by the Ohio Revised Code and federal law, is prohibited. It is a violation of this rule for an individual, knowing that hazing has been or is being committed, to knowingly fail to report such information to law enforcement authorities or to Student Conduct and Community Standards. Officers of a student organization must report any hazing incident(s) of which they are aware. The consent of the victim is not a defense.

On December 20, 2021, The University of Akron updated its Code of Student Conduct (3359-41-01) which modified the definition of hazing to:

- 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.

More information about how to report hazing and hazing prevention training at The University of Akron can be found on the university's hazing prevention website located at <https://uakron.edu/hazing-prevention>.

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Person(s) reviewing the report are encouraged to review how the institution defines the following: institutional definitions for hazing, violation, and resolution.

The University of Akron	Date Reported	Date Resolved
Lone Star Fraternity	December 21, 2020	June 18, 2021

Description of Finding	Sanction(s):
<p>Hazing occurred against new members of the fraternity by existing members of the fraternity. The new members were subjected to behaviors that ranged from acts including the assignment of pledge rules, being required to sign-in to the fraternity house every weekday, required cleaning duties, assignment of nicknames, individually assigned “pop-offs” (skit/dance/song/speech), assigned to carry required items, assignment of points, personal service to existing members to work off assigned points, subjected to yelling and pushing during ceremonies, throwing condiments on members, implied threats of paddling and exclusion, forced to stay/sleep in “the hole” at the fraternity house and participate in activities over the course of a weekend which included, being required to perform duties not assigned to others, being scolded/yelled at, isolation, wearing white shirts that were written on by existing members, sleep deprivation, assault with water, food consumption, deception, and an isolated reported incident of coerced consumption of alcohol. These behaviors repeatedly occurred over a period of many years and represent patterns of behavior and not an isolated incident.</p>	<ol style="list-style-type: none">1. Formal warning that future violations of the Code of Student Conduct will likely result in a permanent deactivation.2. Pay \$75.00 administrative fee.3. The student organization is deactivated for three years. Prior to returning, the organization must meet with University staff to review student organization policies, provided requested documentation, and procedures for returning to campus, which requires University approval.

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The University of Akron	Date Reported	Date Resolved
Tau Kappa Epsilon Fraternity	September 8, 2021	December 21, 2021

Description of Finding	Sanction(s):
Hazing occurred against new members of the fraternity by existing members of the fraternity. The new members were subjected to activities during a brotherhood week which included new members staying at the fraternity house and performing activities not assigned to others, including consuming known and unknown food and liquid substances; and participating in a scavenger hunt, at the end of which, a new member was requested to urinate in their pants.	<ol style="list-style-type: none">1. Deferred suspension through December 2023. This suspension will go into effect immediately if the organization fails to complete sanctions or is found responsible for future violations of policy.2. Permitted to resume regular operations excluding recruitment and new member education activities until the following items are completed:<ol style="list-style-type: none">a. Complete a membership review and submit an updated membership roster;b. All members and advisors are required to complete hazing prevention training provided by The University of Akron and a hazing prevention training provided by TKE National Fraternity;c. Conduct a program/policy review with the Office of Fraternity and Sorority Life.3. Required to have at least one advisor present for all recruitment and new member activities and programs through Fall 2022.4. Pay \$50.00 administrative fee.

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The University of Akron	Date Reported	Date Resolved
Members of a NCAA University of Akron Athletics Team	September 14, 2021	December 6, 2021

Description of Finding	Sanction(s):
Hazing occurred against new members of the team by existing members of the team. The new members were subjected to acts of deception, isolation, yelling, required to perform duties not assigned to others, wearing embarrassing or humiliating attire, and assigned degrading, crude, or humiliating stunts, skits, or acts.	Individual members were issued the following sanctions: <ol style="list-style-type: none">1. Disciplinary probation until May 9, 2022.2. Required to complete hazing prevention training provided by The University of Akron.3. Required to submit a reflection paper on the incident and the hazing prevention training.4. Formal warning that future violations of the Code of Student Conduct will likely result in suspension or dismissal.5. Pay \$50.00 administrative fee.

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The University of Akron	Date Reported	Date Resolved
Ice Hockey Club Sports Team	September 16, 2021	March 7, 2022

Description of Finding	Sanction(s):
Hazing occurred against new members of the club sports team by existing club members. The new members were subjected to wearing embarrassing or humiliating attire during an off-campus party.	<ol style="list-style-type: none">1. Deferred suspension through May 7, 2023. This suspension will go into effect immediately if the organization fails to complete sanctions or is found responsible for future violations of policy.2. All members, advisors, and coaches are required to complete hazing prevention training provided by The University of Akron.3. All members are required to complete a Club Sports and University of Akron policy review presentation with a member of the Club Sports staff.4. Pay \$50.00 administrative fee.5. Formal warning that future violations of the Code of Student Conduct will likely result in the deactivation of Club.