



Anti-Hazing Policy

NAME:	Anti-Hazing Policy
ISSUING DEPARTMENT:	Student Affairs
ISSUED DATE:	TBD
REVIEWED DATE:	November 26, 2019
APPROVING AUTHORITY:	Cabinet
DATE REVISED:	November 23, 2019

PURPOSE

The purpose of this policy is to define hazing, describe reporting structure for complaints of hazing, and outline procedures regarding investigation and referral of hazing. In addition, the purpose of this policy is to outline local initiation/new member practice policies.

Hazing at Mansfield University is strictly prohibited and will not be tolerated. Hazing risks human lives and jeopardizes the existence of student groups and organizations on the Mansfield University campus.

SCOPE

All University students, employees, advisors, and organizations are responsible for abiding by this policy, both on- and off-campus, including privately-owned facilities or property. Training and education that have clear objectives and relevance to the tasks and responsibilities of an organization's members are not considered hazing.

RESPONSIBILITY

The Office of the Dean of Students will ensure the Anti-Hazing Policy is reviewed annually. Any incidents of hazing should be reported to the Office of Student Conduct (507) 662-4936 or the Office of the Dean of Students (570) 662-4932.

POLICY

All acts of hazing are prohibited. Students are entitled to be treated with consideration and respect and no student or Mansfield University student club or organization shall engage in any act that is likely to cause physical or psychological harm to any other person within the Mansfield University community. Furthermore, any such behavior is expressly forbidden when related to the admission, initiation, pledging, joining, continued membership in, or any other group-affiliation activity. Organizations that have local/regional/national/international governing bodies, headquarters or similar entities are also expected to adhere to policies they may have regarding hazing.

Under the Pennsylvania Crimes Code, 18 Pa.C.S. §§ 2801 et seq., hazing is defined as follows:

A person commits the offense of hazing if the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student, applicant or admitted individual into or with an organization, or for the purpose of continuing or enhancing a minor or

student, applicant or admitted individual membership or status in an organization, causes, coerces or forces a minor or student, applicant or admitted individual to do any of the following:

1. Violate federal or state criminal law;
2. Consume any food, drink, alcoholic liquid, drug or other substance that subjects the individual to a risk of emotional or physical harm;
3. Endure brutality of a physical nature, which may include but is not limited to whipping, beating, branding, paddling, kicking, pushing shoving, tackling, calisthenics or exposure to the elements;
4. Endure brutality of a mental nature, which may include but is not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment or degradation;
5. Endure brutality of a sexual nature; and
6. Endure any other activity that creates a reasonable likelihood of bodily injury to the individual.

Organization – The term organization in this policy refers to organizations, both recognized and unrecognized by the University, including but not limited to chapters, teams, clubs, colonies, units, or groups of students, alumni, or advisors, or other persons associated with the University.

Recognized Organization – A “recognized organization” is one that has fulfilled all of the registration requirements set forth by the Student Government Association (SGA) and is fully recognized by the University, SGA, the Committee on Finance, and the Student Activities Office.

All student organizations are required, as a condition of University recognition, to include a statement in their organization’s constitution that they will not engage in, or explicitly or implicitly condone any act of hazing as defined by the laws of the Commonwealth and University Policy.

Jurisdiction and Procedures

Charges of violations of this policy by an organization should be referred to the Dean of Students for investigation and adjudication. The Dean of Students will notify the Office of Student Conduct and Campus Police, as necessary. In all cases of alleged violations of this policy, the organization advisor, University department/associate, and general headquarters of the organization (when applicable) will be notified.

During the period of formal investigation or adjudication of alleged violations of this policy, all new member-related activities, organization activities, and University recognition or sponsorship of the organization may be placed on interim suspension.

Charges of violations of this policy by a student should be referred to the Dean of Students for investigation and adjudication conducted in accordance with the Student Code of Conduct and Hearing Board Process.

The University, organizations, and individuals may also be criminally charged under applicable laws.

University Anti-hazing Program

The University will maintain an Antihazing Program within the Office of the Dean of Students for purposes of ensuring the University's rules, penalties, annual reporting, organizational training, antihazing policy dissemination and posting.

The University will maintain records of hazing allegations, violations, and adjudication within the Office of the Dean of Students for a minimum of five years.

Any student who participates in hazing is subject to the Student Code of Conduct and may be suspended or expelled from the University. Hazing is a criminal offense. Any student who participates in hazing may be arrested and prosecuted. Convictions may result in applicable penalty under the Pennsylvania Crimes Code.

Location	Charge Type	Potential Penalty
Pennsylvania	3rd Degree Misdemeanor	Max. 1yr. Prison Term/Fines
New York State	Class D/E Felony	1-7 yrs. in Prison Term/Fines
Mansfield University		Withholding transcripts/Expulsion

DISTRIBUTION

This policy will be posted to the Policies and Procedures web page.