



# Holy Family

## UNIVERSITY

### ANTI-HAZING POLICY

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#### Purpose:

The purpose of this Policy document is to state Holy Family University's Anti-Hazing Policy, identify how the institution will enforce this Policy, and identify resources for reporting violations of this Policy. The institution adheres to The Timothy J. Piazza Antihazing Law.

#### Scope:

The Policy applies to all students of the University and any persons associated with University sanctioned Organizations, including student organizations, club sports, alumni organizations, and athletics teams.

#### Responsible Party:

The Title IX Office, led by the Title IX Coordinator will maintain oversight and compliance. The Coordinator for Student Engagement and Director of Athletics, or their designees, shall have limited oversight within their respective departments to assure compliance.

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## POLICY

### I. Policy Statement

Holy Family University maintains a zero-tolerance policy for Hazing. Any student, other person associated with an Organization, or an Organization responsible for Hazing under this Policy, whether occurring on or off campus, may face sanctions from the University, and may also face criminal charges under state law, including The Timothy J. Piazza Anithazing Law.

### II. Definitions

- A. Individual Students: An individual who attends or has applied to attend or has been admitted to the institution.
- B. Minor: An individual younger than 18 years of age.
- C. Organizations
  - i. Includes the following:

- a. An association, corporation, order, society, corps, club or service, social or similar group, whose members are primarily students or alumni of the institution.
  - b. A national or international organization with which an organization is affiliated.
- D. Other persons associated with an organization
  - i. Any individual person, including a student, University employee, non-student, non-employee, or alumni associated with an organization. Association with an organization may include, but is not limited to, organization volunteer, advisor, coach, or event/program support.
  - ii. Any individual associated with an affiliated national organization of an organization.
- E. Alcoholic liquid: A substance containing liquor, spirit, wine, beer, malt, or brewed beverage or any combination thereof.
- F. Bodily injury: Impairment of physical condition or substantial pain.
- G. Drug: A controlled substance or drug defined in The Controlled Substance, Drug, Device and Cosmetic Act, as noted below:
  - i. Substances recognized in the official United States Pharmacopoeia, or official National Formulary or any supplement to either of them;
  - ii. Substances intended for use in the diagnosis, cure, mitigation, treatment or prevention of disease in man or other animals;
  - iii. Substances (other than food) intended to affect the structure or any function of the human body or other animal body; and
  - iv. Substances intended for use as a component of any article specified above (i.-iii.) but not including devices or their components, parts or accessories.
- H. Serious bodily injury: Bodily injury which creates a substantial risk of death or which causes serious, permanent disfigurement, or protracted loss or impairment of the function of any bodily member or organ.
- I. Brutality: An act or behavior that is cruel and violent, and shows no feelings for others.
- J. Extreme embarrassment:
  - i. To cause a state of extreme distress; **or**
  - ii. To impair a bodily function, or the function of a body part; **and**
  - iii. Exists in a very high degree or goes to great or exaggerated lengths, or exceeds the ordinary, usual, or expected.
- K. Of a sexual nature: An act or behavior of sexual misconduct, as outlined in the University Student Handbook (pages 60-62).
- L. Reckless indifference:
  - i. To have reckless disregard of the consequences of one's acts or omissions; **and**
  - ii. More than negligence, but is satisfied by something less than acts or omissions for the very purpose of causing harm or with knowledge that harm will result.

### III. Jurisdiction

This policy applies to any acts of Hazing or Organizational Hazing occurring on or off campus.

### IV. Prohibited Acts

Hazing is prohibited by Holy Family University's Anti-hazing Policy. It shall not be a defense that the consent of the student was sought or obtained. It is not a defense that the conduct was sanctioned or approved by the organization or the institution.

#### A. Hazing

- i. 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 into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization, causes, coerces or forces a minor or student to do any action or activity which are prohibited by this Policy, including but not limited to:
  - a. Any requirement or pressure put on an individual to participate in any activity which is illegal, perverse, publicly indecent, or contrary to his/her genuine moral beliefs, e.g., public profanity, indecent or lewd conduct, or sexual gestures in public.
  - b. Subjecting an individual to cruel or harassing language, or morally degrading or humiliating an individual for the object of amusement, ridicule or intimidation, regardless of the person's willingness to participate.
  - c. Forcing, requiring or pressuring an individual to tamper with or damage the property of the University, or harass another individual or organization.
  - d. Forcing, requiring, or pressuring an individual to consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm.
  - e. Forcing, requiring or pressing an individual to endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
  - f. Forcing, requiring or pressing an individual to endure brutality of a mental nature, including 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.
  - g. Endure brutality of a sexual nature.

- h. Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.
- ii. Hazing shall **not** include reasonable and customary athletic, law enforcement or military training, contests, competitions or events.
- iii. For purposes of this policy, any activity as described, in which the initiation or admission into or affiliation with an organization is directly or indirectly conditioned shall be presumed to be “forced” activity, the willingness of an individual to participate in such activity notwithstanding.

**B. Organizational Hazing**

- i. An organization commits the offense of organizational hazing if the organization intentionally, knowingly, or recklessly promotes or facilitates a violation of Hazing.

**V. Reporting Violations**

Holy Family University requires all members of the University community who believe that they have witnessed, experienced, or are aware of conduct that constitutes Hazing or Organizational Hazing in violation of the Policy to report the violation to the Coordinator for Student Engagement, the Director of Athletics, the Title IX Coordinator, or the Dean of Students.

**VI. Enforcement**

Enforcement and adjudication of this Policy shall follow the University Judicial Process and Procedures, as outlined in the Student Handbook (pages 73-78).

All allegations of Hazing or Organizational Hazing will be investigated by the University. Any person(s) found responsible for violation of this Policy will also be found in violation of the Holy Family University Student Code of Conduct.

**VII. Sanctions**

Individual

A student who is found to have violated the Policy is subject to sanctions outlined in the Student Handbook – Suggested Sanctions for University Policy/Code of Conduct Violations (pages 76-77). A student’s cumulative judicial file will be considered when determining sanctioning.

Any violation of this Policy by an employee of the University may be determined to be a violation of employment and appropriate disciplinary action shall be taken, as deemed necessary. Adjudication of the Policy for employees shall be through the Holy Family University Office of Human Resources.

### Organization

If an organization is found to have violated the Policy, a sanction shall be imposed upon each individual within the organization found responsible for violation of this policy, as well as sanctioning for the organization itself. This may include, but is not limited to, the rescission of permission for the organization to operate on campus or school property, or to otherwise operate under the sanction or recognition of the institution.

Any individual person or organization found responsible for violation of this Policy, and imposition of fines has been levied toward them by state law, will have full responsibility in the payment of required fines.

### Criminal and Civil Liability

In addition to the sanctions above, a student or organization may be subject to civil or criminal liability under local, state and federal law.

## **VIII. Institutional Bi-Annual Report**

In accordance with the Timothy J. Piazza Antihazing Law, Holy Family University will maintain a report of all violations of this Policy and of federal or state laws related to hazing that are reported to the institution. Holy Family University will update this report each year on January 1 and August 1. This report will be made available on its publicly accessible internet website.