

Policy Statement on Hazing

Saint Francis University

I. Justification and Statement of Policy:

Saint Francis University is committed to maintaining a campus environment that recognizes the value of every individual person. We seek to develop an inclusive community where each student should be able to participate in activities and organizations without compromising their dignity, health, safety, or welfare. Therefore, Hazing is unacceptable and is a violation of University policy. In addition, hazing is a violation of the federal (Stop Campus Hazing Act) and Pennsylvania State law (Timothy J. Piazza Anti-Hazing Law).

II. Scope:

This policy applies to all Students, members of Student Organizations, and advisors to Student Organizations.

III. Definitions:

- A. *Annual Security and Fire Safety Report* – a report containing statistics of Clery Crimes and specific fire safety statistics for the three most recent calendar years, as well as University policy statements and procedures addressing campus security and fire safety
- B. *Hazing* - 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 –
 - Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
 - 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.

The Policy section below provides examples of Hazing consistent with federal and state law.

- C. *Student* - individuals who are enrolled or registered in any Saint Francis University academic program
- D. *Student Organization* is defined as any organization in which two or more members are Students enrolled at Saint Francis University, whether or not the organization is established or recognized by Saint Francis University. This includes but is not limited to any club, society, association, athletic team, club sports team, fraternity, sorority, band, or Student Government.

IV. Policy:

A. General Prohibition and Examples

Hazing is a violation of the Student Code of Conduct and will be administered in accordance with Its provisions. Consent is not a defense to Hazing, and the fact that the conduct was sanctioned or approved by the Student Organization is also not a defense.

Examples of Hazing include, but are not limited to:

- whipping, beating, striking, electronic shocking, placing harmful substances on someone's body, or similar activity.
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity.
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
- causing, coercing, or otherwise inducing another person to perform sexual acts.
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct.
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- 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.

Failure to Report: Any Saint Francis Student, Faculty, or Staff member who is present during a hazing violation without reporting it may be considered a violation of applicable sections of the Code and may lead to disciplinary action. In such cases, the incident will be referred to the appropriate administrative unit, i.e., for students, Student Conduct, and for Employees, Human Resources, for resolution.

B. Reporting and Investigation of Hazing

All members of the Saint Francis University Community who believe they have experienced, witnessed, or are aware of conduct that constitutes Hazing in violation of this policy are required or encouraged to report the violation to:

- University Police (814) 472-3360
- Student Engagement (814) 472-3005 option 3
- Student Development (814) 472-3002
- Human Resources (814) 472-3264

Anonymous reporting: Ethics Point. Ethics Point allows for Anonymous reporting (for non-mandated reporting only). However, anonymity may limit the extent to which the University may follow up on the information it receives. Ethic Point Link [Report Hazing Activity](#)

This Policy and reports made pursuant to this Policy do not supersede or replace other reporting obligations mandated by law or University policy.

Certain members of our community are required by policy or law to report criminal activity such as hazing. Employees should refer to their mandated reporter policies to see their roles and reporting requirements. Campus Security Authorities, students, and employees are required to notify University Police of all Clery crimes. Your knowledge of hazing activity should be immediately reported to University Police by phone or email at cleryact@francis.edu. Non-mandated individuals are encouraged to make reports through phone calls, email, or Ethics Point. Ethics Point allows for Anonymous reporting (for non-mandated reporting only). However, anonymity may limit the extent to which the University may follow up on the information it receives.

Investigation will occur as outlined in the University Policy by a trained investigator.

Amnesty: To encourage reporting of Hazing, the University will extend amnesty from Student Conduct allegations and sanctions to parties and witnesses for minor violations of the alcohol and drug policy (such as underage consumption) for reporting parties, witnesses, and respondents where such disclosure is made in connection with a good faith report or investigation of Hazing or retaliation. This provision does not apply to more serious allegations, such as physical abuse of another, or illicit drug or alcohol distribution that contributed to the commission of a policy violation.

Retaliation and Interference: The University also considers retaliation against parties and witnesses a serious violation and will investigate and hold accountable any Student found to have retaliated against another Student as a result of that Student's reporting of or participating in an investigation of Hazing. Interference in an investigation under this policy by Students or Student Organizations are also subject to sanction under the Policy.

Disciplinary Sanctions: Student Organizations found to be in violation of the policy may face sanctions ranging from a warning to loss of status as a recognized Student Organization. Individuals found to be in violation of this policy may face sanctions ranging from a warning to expulsion.

C. Prevention and Awareness Programs

Saint Francis University is committed to providing education and resources to prevent hazing. SFU will offer research-informed campus-wide prevention programming designed to reach all members of the University Community, which addresses:

- This policy
- How to report Hazing,
- Information about the University's Hazing response process
- Any applicable state, local, federal, or tribal law
- Primary prevention strategies
- Dissemination of information about hazing prevention through various channels (website, emails, orientation programs, etc.).

- Collaboration with student organizations to promote positive group dynamics and healthy relationships.

Requests for training can be made to the Student Development Office or the Human Resources Office.

D. Campus Hazing and Transparency Report

As required by the Stop Campus Hazing Act and the Timothy J. Piazza Anti-Hazing Law, the University will publicly report in summary form the findings concerning any recognized Student Organization found to be in violation of the University's Code of Conduct related to Hazing. Reports on hazing policies and statistics on hazing violations shall be published in the SFU Annual Security and Campus Safety Report.

E. Criminal Enforcement

Hazing is a violation of state law that may lead to criminal or civil penalties. Depending on the severity of the action, it may be classified as a misdemeanor or felony, with monetary penalties for the organizations up to \$15,000 for each violation.