

Campus Hazing Policy

(1) Hazing will not be tolerated at Madonna University

- (a) University student groups (e.g. registered student organizations, varsity athletic teams, and other recognized student groups) and individual students are prohibited from hazing and are required to comply with this Hazing Policy.
- (b) Hazing is prohibited in any form both on campus and off campus.

(2) Definition of Hazing

- (a) In accordance with MCL 750.411t “Hazing” is defined as “an intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against an individual and that the person knew or should have known endangers the physical health or safety of the individual, and that is done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization.”
- (b) For the purposes of this Hazing Policy, “hazing” includes the observation of hazing activities by individuals in a position to intervene but who fail to intervene, and includes the organization’s officers/leaders who are aware of planned hazing activities, who condone, directly or indirectly, and/or fail to prevent hazing from occurring, regardless of their direct or indirect participation, or of any violation of local, state, federal law or any other University policy regardless of the consent of any individuals who may be involved in any way.

(3) Reporting Hazing

- (a) Allegations of Hazing – Any person having knowledge of any activity or conduct which may constitute hazing is encouraged to report this activity or conduct to the Dean of Student’s Office at deanofstudents@madonna.edu or to Madonna University Campus Safety at campussafety@madonna.edu or 734.432.5442. Anonymous reports can be submitted via the Silent Witness Reporting Form located on the Campus Safety website: <https://www.madonna.edu/resources/campus-safety/>.
- (b) Self-Reporting of Incidents – Registered Student Organization/student groups/team members and officers/captains should immediately report any hazing incidents that occur within their organization to the Dean of Students Office or Campus Safety by providing a detailed description of the alleged hazing events that have transpired, the names of any individuals involved, and a description of any actions taken by the organization regarding the alleged hazing events.
- (c)

Upon receiving the report, the Dean of Students Office will investigate the events described and prohibited in this Hazing Policy and the organization president and advisor/coach will be notified of the occurrence of the events and of the results of any investigation. The investigation and adjudication related to the reported alleged hazing events by the individual(s) identified in the report will proceed,

unless evidence discovered in the course of the investigation proves the incident to have been condoned/permitted, directly or indirectly, by the organization. If the incident appears to have been condoned/permitted by the organization, a follow-up investigation into the organization's role may be undertaken. If the student organization is affiliated with a national organization, the national headquarters will be notified.

- (4) Investigation of Allegations and Charges - Upon receiving a report of alleged hazing, the Dean of Students/Designee will initiate an investigation. As part of the investigation, the University will:
 - (a) Make contact (if possible) with the individual(s) bringing forward the allegations of hazing;
 - (b) Make contact with the individual(s) alleged to have been the subject of the alleged hazing. If the conduct is organizational in nature, the Dean of Students/Designee will contact the advisor and president of the organization under investigation;
 - (c) Conduct interviews with all parties, including victims, the accused student(s), and any witnesses. The Dean of Students/Designee may, at their discretion, recommend interim action (as described in the Student Code of Conduct) at any point during the investigation;
 - (d) The Dean of Students/Designee may, at their discretion, require students, or a select group of students (e.g., all new members of an organization) to participate in an investigatory meeting at a pre-determined time and location and may exercise discretion regarding communications to the students during the investigation process, including but not limited to restricting the use of any electronic devices during the investigation process.
 - (e) The Dean of Students/Designee will determine if charges are warranted. If charges are warranted, the Dean of Students Office will charge the individual student(s), the involved student group(s), and/or the President or other responsible officers of the involved student group(s) or any other complicit bystanders in accordance with the Student Code of Conduct.
- (5) Adjudication. – Adjudication shall be conducted pursuant to the Student Code of Conduct.
- (6) Individual and Registered Student Organization Responsibility - The University will, on a case-by-case basis, determine whether any violations of this Hazing Policy are individual or organizational in nature. In determining whether or not a violation is organizational in nature, the University will consider the following:
 - (a) How many members of the organization were present when the alleged hazing events occurred or had specific knowledge of the planned or actual alleged hazing events?
 - (b) What knowledge the appropriate chapter officers and/or advisors of the student organization had of the alleged hazing events?

- (c) What action the appropriate chapter officers and/or advisors of the student organization took in addressing/preventing the alleged hazing events and any future alleged hazing events?
 - (d) Were chapter members of the student organization acting in concert, or did the individual's membership in the chapter serve as an impetus for the alleged hazing events?
 - (e) Did the alleged hazing events arise out of a chapter sponsored, financed or endorsed event?
 - (f) Is there was a pattern of individual alleged hazing events that previously occurred without proper remedial action being taken by the student organization/chapter?
- (7) Amnesty – Students who make a complaint in good faith of alleged hazing or who are victims of alleged hazing and who participate in any investigation of alleged hazing, will not be charged with other University policy violations that are brought to light in the course of the investigation that arose out of, or were committed as a direct result of, the alleged hazing event(s) under investigation (e.g., students forced to consume alcohol as part of a hazing incident will not be charged with violations of the University's alcohol policy). Notwithstanding the foregoing, the University reserves the right to follow up with those students related to those separate issues as appropriate in a non-disciplinary setting.
- (8) Sanctions
- (a) Sanctions for violations of this Hazing Policy shall be administered by the Dean of Students/Designee.
 - (b) Student groups subject to University jurisdiction and individual students found responsible for violations of this Hazing Policy shall be sanctioned in accordance with the Student Code of Conduct. For student groups, sanctions may include, but are not limited to, revocation of registration or denial of application for registration, loss of University privileges (e.g., such as the ability to host social events), inability to formally meet on campus or to use campus facilities, and/or to be ineligible to represent the University in any capacity.
 - (c) Sanctions imposed by the University for violations of this Hazing Policy may be in addition to any other penalty imposed for violation of the criminal laws of the State of Michigan and/or for violation of any other University policies.

For groups that are formally associated with the University (i.e. varsity athletic teams, performing arts, or any other groups supported or sponsored by the University that are not required to register as student organizations), sanctioning for violations of this policy shall be determined by the Dean of Students/Designee.
- (9) Retaliation – It is a violation of this Hazing Policy to retaliate or take adverse action towards any person for reporting an alleged hazing event or for cooperating with a University investigation related to this policy. Retaliation includes, but is not limited to, verbal or implied threats, physical or psychological abuse, intimidation,

harassment (verbal or written), isolation, or any other action intended to create a hostile environment for the intended target of the retaliation.

*This policy supersedes any previously published or posted hazing policy.