

### Policy Owner

Student Development

### Purpose

This policy outlines prohibited behaviors related to hazing, reporting requirements, investigation procedures, and sanctions. The policy ensures compliance with Pennsylvania's Timothy J. Piazza Anti-Hazing Law and the federal Stop Campus Hazing Act ("SCHA").

### Scope

This policy applies to all students (including prospective and former students), faculty, staff, vendors, volunteers, contractors, visitors, and any established, recognized, and registered campus departments, divisions, schools and student clubs and organizations, regardless of whether they are officially recognized by the College.

### Definitions:

#### Aggravated Hazing

Aggravated hazing occurs when an individual commits hazing that results in serious bodily injury or death to the minor or student; and

- The individual acts with reckless indifference to the health and safety of the minor or student victim; or
- The individual causes, coerces, or forces the consumption of an alcoholic beverage or drug by the minor or student victim.

#### Alumni

For the purpose of this policy, any former student who either attended or graduated from Wilson College ("the College") who returns and engages with an established, recognized or registered group on campus and is named in a hazing report.

#### Amnesty

Amnesty is a limited exemption from disciplinary action by the College, consistent with the Timothy J. Piazza Anti-Hazing Law (18 Pa.C.S. § 2810) and federal law, granted to individuals who report hazing, seek emergency assistance, or cooperate in an investigation, even if they were involved in policy violations (e.g., underage drinking, hazing participation). The goal is to encourage reporting and timely intervention without fear of punishment. Whether a student's cooperation renders them eligible for amnesty under this policy shall be a final determination made by the College, at its sole discretion, following a review of the totality of the circumstances.

#### Employee

An employee is any person employed by Wilson College.

#### Hazing

Hazing occurs when a person intentionally, knowingly, or recklessly, for the purpose of initiating, admitting, or affiliating an individual into or with an organization - or for continuing or enhancing an individual's membership or status in an organization by causing, coercing, or forcing the individual to (regardless of their willingness to participate in such activities):

- Violate federal, state, tribal or municipal law, or College policy or procedure;
- Consume any food, liquid, alcoholic beverage, drug, or other substance which subjects the individual to a risk of emotional or physical harm or renders them incapacitated;
- Endure brutality of a physical nature which causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (e.g., whipping, beating, shocking, branding, confinement in a small space, extreme calisthenics, placing of a harmful substance on someone's body, exposure to the elements, or similar activity);
- Endure brutality of a mental nature which causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (e.g., activity that could reasonably be expected to cause humiliation or degradation, or activity which adversely affects mental health or dignity, sleep deprivation, social isolation, or conduct that could cause extreme embarrassment);
- Perform sexual acts or endure brutality of a sexual nature;
- Participate in or endure any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; and
- Endure any other activity that creates a reasonable likelihood of bodily injury.

**\*\*Note:** Hazing shall not include reasonable and customary athletic, law enforcement, or military training, contests, competitions, or events.

### **Minor**

A minor is any person under the age of eighteen (18), regardless of student status.

### **Student Organization:**

Any organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, choir or student government) where two or more members are enrolled students, regardless of whether the organization is officially recognized by the institution.

### **Organizational Hazing**

Organizational hazing occurs when an established, recognized, or registered Student Organization intentionally, knowingly, or recklessly promotes or facilitates hazing or aggravated hazing.

### **Student**

For the purposes of this policy, a student is any individual who attends, has applied to attend, has been admitted to the College, or is enrolled in any College course.

### **Vendor**

Any individual, contractor, or external company representative who sells goods or provides services to the College community. This includes service providers such as food service workers, maintenance staff, technology support, or others performing work on behalf of or in partnership with the College.

## **Policy**

Hazing is abusive, degrading, psychologically damaging, and may be life-threatening. Hazing in any form - including but not limited to acts committed by or against faculty, staff, vendors, volunteers, students, or minors - will not be tolerated at Wilson College, either on or off campus. This prohibition applies to all campus departments/divisions and schools and established, recognized, or registered student organizations, including but not limited to athletic varsity, intramurals or club teams, student government,

student clubs/organizations, choirs, service or performing arts groups, honor societies, residence hall groups, and secret societies.

### Implementation

#### Reporting Allegations of Hazing

Any person with knowledge of conduct that may constitute hazing should report their concerns to the Dean of Students Office, or if the report only involves employees and/or vendors, to the Director of Human Resources. The report should include: a detailed description of the incident, names of individuals involved, and actions taken by the organization.

#### Investigation of Allegations and Charges

Upon receiving a report, the Dean of Students and/or the Director of Human Resources will determine the appropriate investigator, depending on the individuals involved. When reports involve potential violations of multiple policies (e.g., Title IX, employment, or civil rights), the College will coordinate between relevant offices to ensure appropriate, trauma-informed, and legally compliant handling of the case. Hazing investigations may be paused for, or proceed concurrently with, other investigations. Hazing investigations will, to the extent possible, be concluded within 30 business days of receipt of a complaint.

Non-Title IX investigative steps may include:

- Contacting individuals accused of hazing and notifying relevant organizational leaders;
- Interviewing victims, witnesses, and the accused;
- Imposing interim measures if necessary;
- Requiring individuals or groups to participate in investigatory meetings;
- Limiting communication or use of electronic devices during the investigation;
- With voluntary consent, requesting physical examinations if allegations include physical abuse (medical findings will be summarized for the investigator, in compliance with privacy laws).

Upon conclusion of an investigation, a written report will be submitted to the Dean of Students. If warranted, charges will be issued in accordance with the Student Code of Conduct. Findings of Responsibility: Individual vs. Organizational

Determination of responsibility will consider:

- Number of members involved or aware of the violation;
- Knowledge and actions of officers/leaders/advisors;
- Whether members acted in concert or under organizational influence;
- Connection to an organizationally sponsored or endorsed event; and
- Presence of a pattern of past violations without organizational intervention.

#### Amnesty

Wilson College recognizes that students are sometimes reluctant to report hazing activity, due to a fear of potential consequences for their own conduct. For this reason, the college has adopted an amnesty policy which states that students who acts in good faith to report activity that may fall within the definition of hazing and/or a victim who cooperates fully as a witness to the investigation and disciplinary process may not be subject to student conduct sanctions related to their own behavior, as determined by the College in its sole discretion.

In the event amnesty is granted for self-reported behaviors, if evidence is presented that the student has continued to engage in hazing behaviors or has knowledge of hazing activity that was not reported, they may be held accountable for past behavior.

A student who has been granted Amnesty pursuant to this policy may still be subject to non-disciplinary action by the College related to the applicable hazing incident. Nothing in this section shall be interpreted to provide immunity from criminal or civil liability under state or federal law. Amnesty determinations do not prevent referral to law enforcement when required by law.

### **Sanctions**

Violations of this policy will be sanctioned according to existing College Policies found in the Blue Book or Employee Handbook. Sanctions may include:

- For individuals: disciplinary action up to suspension or expulsion.
- For organizations: loss of registration, event hosting privileges, access to facilities, or formal representation of the College.
- For employees or vendors: disciplinary action up to and including termination of employment or revocation of campus access, in accordance with College employment policies and applicable contracts.
- For alumni: temporary or permanent loss of privilege to participate in designated activities or temporary or permanent ban from campus.

Sanctions may be applied in addition to any penalties from other applicable College policies, as well as civil or criminal penalties.

For groups formally established by the College (e.g., athletic teams, performing arts groups), sanctions will be determined in consultation with the Vice President of the sponsoring administrative unit.

### **Retaliation**

Retaliation for reporting hazing or cooperating in an investigation (including making a report or complaint, testified, assisted or participated or refused to participate in an investigation) related to a hazing incident is strictly prohibited. Retaliation includes, but is not limited to:

- Threats (verbal or implied);
- Harassment or intimidation;
- Physical or psychological abuse;
- Social isolation; or
- Any conduct intended to create a hostile environment.

Complaints regarding retaliation may be filed with the Dean of Students Office and/or the Director of Human Resources.

## **Reporting Requirements**

### **Annual Security Report (ASR) Inclusion**

In compliance with the Stop Campus Hazing Act, Wilson College will include hazing statistics in its Annual Security Report (ASR). This data will reflect all hazing incidents reported to campus officials and local law enforcement.

### **Campus Hazing Transparency Report**

The College will maintain and publicly post a Campus Hazing Transparency Report summarizing:

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- The names of student organizations found responsible for hazing;
- A general description of each violation, including whether the violation involved the abuse or illegal use of alcohol or drugs;
- Date(s) of each hazing incident, initiation of the investigation, its conclusion, any sanctions placed on the student organization by the College, and notification to the organization that a hazing incident occurred, as applicable.

The Campus Hazing Transparency Report shall be updated within 45 calendar days after the conclusion of any investigation where a violation was found and remain publicly accessible for at least 10 years after the date of posting. This report will be published on a prominent location on the College's website and updated biannually in compliance with the federal Stop Campus Hazing Act.

### Prevention and Awareness Programs

Wilson College is committed to implementing research-informed, campus-wide hazing prevention and awareness programs. Educational programming regarding prevention and awareness of hazing shall include a clear explanation of what constitutes hazing, applicable laws, the consequences of participation, and how to report hazing confidentially or anonymously. These initiatives will include:

- Primary prevention education for all incoming students;
- Ongoing training for student organizations and College-affiliated groups; and
- Distribution of the hazing policy and reporting procedures to all students annually.