
POLICY TITLE: ANTI-HAZING POLICY

Date of Initial Approval: 04/17/25

Date Revised: Click or tap to enter a date.

Category: University Policy

Responsible Office: CLERY Officer, Compliance, Student Affairs

Stakeholders Involved in Review (list by position name): Campus Safety, CLERY Officer, Compliance Office, Student Affairs, Provost's Advisory Council, Leadership Council

PURPOSE & SCOPE

The purpose of this policy is to ensure compliance with the [Stop Campus Hazing Act H. R. 5646](#) and to ensure that all students and employees are aware of Rocky Vista University's (RVU's) position on hazing, the legal and ethical ramifications of hazing, and requirements in place to maintain a safe and inclusive campus environment. RVU is committed to fostering an environment that prioritizes the safety, health, and well-being of all students and employees. Hazing in any form is strictly prohibited. This policy outlines the University's stance on hazing, defines what constitutes hazing, and establishes procedures for reporting, investigating, and addressing hazing-related incidents.

POLICY STATEMENT

Hazing violates the spirit of community and the University's policies governing student and employee conduct. The following behaviors are considered hazing and are prohibited under this policy:

- Any initiation or recruitment practice that violates a person's dignity.
- Forcing or coercing someone to participate in illegal or unsafe activities.
- Creating a humiliating or degrading environment for anyone.

Hazing shall be reported immediately to the Office of Student Affairs, the Department of Campus Safety, or the Compliance Office through the University's established complaints processes and systems. RVU will investigate all reports thoroughly and in a timely manner while ensuring the confidentiality of those involved to the fullest possible extent.

ROLES & RESPONSIBILITIES

Employees, Students, and Contractors	Notify the Department of Campus Safety, the Office of Student Affairs, or the Compliance Office of any hazing observations, reports, or suspicions.
Compliance Office	Conduct a thorough and impartial investigation for any report that involves hazing regarding sexual harassment or sexual misconduct.. Immediately notify the CLERY Compliance Officer.
Department of Campus Safety/Clery Compliance Officer	Conduct thorough and impartial investigations of hazing allegations when required. The Clery Compliance Officer will document hazing statistics annually as required by the Jeanne Clery Campus Safety Act and the Stop Campus Hazing Act; such statistics will be posted on the public-facing University website via a Campus Hazing Transparency Report. If the alleged incident is a potential violation of law, local police will be notified.
Student Affairs	Immediately notify the Department of Campus Safety and the CLERY Compliance Officer of any report of hazing. If the alleged incident also involves sexual harassment or misconduct, notify the Compliance Office.

RELATED PROCESSES, PROCEDURES, AND/OR DEFINITIONS**Definition of Hazing**

For the purposes of this policy, "hazing" is defined as any action taken or situation created with intention to produce physical or mental discomfort, embarrassment, harassment, and/or ridicule for the purpose of initiation, participation, admission into, or affiliation with any organization or RVU group.

Hazing includes, but is not limited to:

1. Physical Hazing – Any physical activity that is above a reasonable risk, regardless of a party's willingness, which could harm or endanger their health.
2. Psychological Hazing – Activities designed to cause harm or distress to a person's mental or emotional well-being.
3. Sexual Hazing – Any act of hazing that includes sexual assault, sexual harassment, or any related conduct that creates an intimidating or unsafe environment.
4. Substance Abuse Hazing – The forced consumption of alcohol or drugs as part of initiation or group activities.
5. Harassment or Intimidation – Any behavior that causes an individual to feel unsafe, threatened, or coerced, whether verbal, physical, or psychological.

Investigation and Accountability

1. Investigation Process: When a report of hazing is received, proper RVU officials will initiate an investigation to determine whether hazing occurred in accordance with RVU's investigatory standards. Hazing that involves sexual harassment or sexual misconduct will be investigated by the Title IX Office; all individuals involved will have the opportunity to provide testimony, and RVU will examine all relevant evidence.
2. Accountability: If hazing is confirmed to have occurred, individuals or groups responsible will face disciplinary measures in accordance with RVU policy and applicable law.

Prevention and Education

RVU will provide ongoing education and training to all students, faculty, and staff regarding hazing prevention. All new employees and students must complete required hazing prevention programming as part of their orientation.

Support Services

RVU offers support services to students who experience hazing. These services include counseling, academic support, and resources for reporting incidents in a safe and confidential manner. Students who seek assistance are provided protection from retaliation.

Retaliation

RVU prohibits retaliation against any individual who reports hazing or participates in an investigation related to hazing. Any form of retaliation will result in disciplinary action.

Policy Enforcement

All members of the RVU community are responsible for adhering to this policy and ensuring a safe and supportive environment. This policy applies to all activities, whether on or off-campus.

Compliance with State and Federal Law

This policy conforms with applicable state and federal laws governing hazing, including the Stop Campus Hazing Act, and will be updated as necessary to reflect changes in relevant laws and regulations.

POLICY REVISION HISTORY