



UNIVERSITY OF RICHMOND

Policy Manual

Policy #:	STU-1001	Policy Title:	Hazing Policy
Effective:	08/01/2022	Responsible Office:	Center for Student Involvement
Date Approved:	08/01/2022	Approval:	Vice President for Student Development
Replaces Policy Dated:	08/15/2018	Responsible University Official:	Director of Student Involvement

PURPOSE:

The purpose of this policy is to prohibit hazing of students at the University of Richmond when joining or participating in a fraternity, sorority, athletic team, or any other University of Richmond student organization.

SCOPE:

This policy applies to the University of Richmond and all students, student organizations (as defined herein), staff (including Resident Assistants), faculty, applicants for admission, and third parties, such as contractors or vendors serving the University or its Affiliates. As used in this policy, the term “Affiliates” means organizations or entities in which the University owns a controlling interest or has the right to elect the majority of the entity’s governing board.

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POLICY STATEMENT:

STU-1001.1 - Definitions

Hazing is an intentional or reckless act or conduct that, as in connection with or for the purposes of for initiation to, admission into, affiliation with, or continued membership in a Student Organization, : (a) inflicts

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bodily injury or endangers the health or safety of an individual; (b) causes mental distress to an individual through, for example, humiliating, intimidating, or demeaning treatment; (c) encourages or requires the destruction or removal of public or private property; (d) encourages or requires the consumption of alcohol, other drugs, or other substances; or (e) violates any of the policies of the University of Richmond or applicable laws.

Student Organization means, for purposes of this policy, all student organizations recognized by the University, including but not limited to fraternities, sororities, and club sports, and athletic teams, as well as unrecognized student organizations.

Student Organizations with Delayed Membership means, for purposes of this policy, a Student Organization formally recognized by the University in which impose a period of time between invitation for membership and being initiated or formally recognized as a member. These organizations meet the definition of a “student organization with new members” under Virginia Code §23.1-819. University athletic teams are not Student Organizations with Delayed Membership.

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Hazing is prohibited by the University.

Except as noted below, any report of hazing shall be investigated and adjudicated pursuant to the procedures set forth in the University’s [Standards of Student Conduct](#). If a report of hazing involves potential sexual misconduct, it will be investigated under the procedures set forth in the University’s [Policy Prohibiting Sexual Misconduct](#). If a report of hazing involves a faculty or staff member, then such report shall be investigated and adjudicated pursuant to the Faculty Handbook or the applicable Human Resources policy.

The potential sanctions imposed for a violation of this policy are set forth in the [Standards of Student Conduct](#) and, with respect to faculty or staff, the [Faculty Handbook](#) or other [Human Resources policies](#). For individual students, such sanctions may include suspension or permanent separation from the University. Additionally, student-athletes found responsible for hazing may face additional sanctions imposed by their head coach, sport administrator and/or the Director of Athletics, pursuant to the Student Athlete Handbook. For Student Organizations found responsible for hazing, sanctions may include revocation of organization registration, revocation of permission to meet on campus or to use campus facilities, and/or revocation of the right to exist at the University of Richmond.

It is unlawful to haze any student at the University of Richmond. Any person found guilty thereof shall be guilty of a class 1 misdemeanor. As such, any victim is also encouraged to report a hazing incident to the University of Richmond Police Department.

Examples of Hazing

Examples of hazing include, but are not limited to:

- Intimidation, threats and verbal hostility;
- Forced participation in rough wrestling matches and football games;
- Hitting an individual with paddles, even in so-called fun exchanges, and other types of beatings;
- Sexually degrading activities, including stripping, simulation of sexual acts, improper touching, or sexually explicit chants and songs;

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- Pressuring an individual to get a brand or tattoo or to shave their head;
- Dousing an individual with dangerous substances;
- Requiring an individual to consume any food or liquid;
- Requiring an individual to sleep in uncomfortable places, not in their living space, or depriving them of sleep;
- Forcing an individual to do physical exercise;
- Forcing an individual to swim, which can result in drowning;
- Forcing an individual to wear unusual clothing;
- The keeping of pledge books and/or forcing an individual to get member's or alumni's signatures;
- Requiring an individual to memorize non-essential information;
- Isolating an individual from other group members;
- An activity that intentionally or unintentionally subjects an individual to mental or physical harm, embarrassment, harassment, or ridicule; or
- Forcing an individual to do personal errands of any kind.

STU-1001.3 Reporting Hazing

All advisors to registered Student Organizations and all coaches and athletic administrators for University athletic teams are required to promptly report allegations of or information regarding potential hazing.

All students are encouraged to make a prompt, good faith report of actual or potential hazing.

Reports of hazing can be made directly to the Center for Student Involvement or using the [Hazing Incident Report Form](#).

STU-1001.4–Immunity from Conduct Sanctions

In order to encourage reporting of hazing, the University will not charge a student under the Standards of Student Conduct for violations of the [Alcohol, Tobacco, and Other Drug Policy](#), that involve the consumption of alcohol, public intoxication, and ingestion of illegal drugs if the student discloses such violations in connection with a prompt and good faith report hazing or while participating, in good faith, in an investigation or hearing process involving allegations or charges of hazing.

The University will not charge a student under the Standards of Student Conduct for hazing if such student is a bystander to and does not participate in such hazing and makes a prompt report of hazing in the manner specified by this policy or to the University Police Department.

This provision does not apply to allegations of more serious conduct such as physical abuse of another or illicit drug or alcohol distribution, or direct participation in or encouragement of hazing. The University also considers retaliation against parties and witnesses to be a serious violation and will investigate and hold accountable students found to have retaliated against another student as a result of that student's reporting of, or participation in an investigation or adjudication of, hazing.

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STU-1001.5 – Required Training

The University will conduct in-person hazing prevention training that includes, among other topics, the dangers of hazing, including alcohol intoxication, applicable hazing laws, the content of this policy and other applicable policies, the University’s conduct process for hazing, the fact that the conduct process is not a substitute for a criminal investigation or prosecution.

All new students are required to participate in hazing prevention training provided by the University. Such hazing prevention training may be included in new student orientation or in other forums.

All current and new members of Student Organizations with Delayed Membership (as defined in this policy) are required to participate in hazing prevention training provided by the University.

All advisors for Student Organizations with Delayed Membership (as defined in this policy) are required to participate in hazing prevention training provided by the University.

STU-1001.6 – Related Regulations and Accreditation Standards

Code of Virginia Section 18.2-56

SACSCOC *Principles of Accreditation* 12.3 (Student Rights)

RELATED POLICIES:

University of Richmond Standards of Student Conduct

University of Richmond Student-Athlete Handbook

GOV-3102 University of Richmond Policy Prohibiting Sexual Misconduct

STU-1002 Alcohol, Tobacco, and Other Drug Policy

POLICY BACKGROUND:

Previous policy dated 8/15/2018

Policy revised in 2022 to ensure compliance with Virginia Code §23.1-819 *et seq.*

POLICY CONTACTS:

Vice President for Student Development

Director of Student Involvement