



# UNIVERSITY OF RICHMOND

## Policy Manual

<b>Policy #:</b>	STU-1001	<b>Policy Title:</b>	Hazing Policy
<b>Effective:</b>	08/15/2018	<b>Responsible Office:</b>	Center for Student Involvement
<b>Date Approved:</b>	08/15/2018	<b>Approval:</b>	Vice President for Student Development
<b>Replaces Policy Dated:</b>	09/05/2007	<b>Responsible University Official:</b>	Director, Center for Student Involvement

**PURPOSE:**

The purpose of this policy is to ensure that students at the University of Richmond are not subjected to any type of hazing when joining or participating in a fraternity, sorority, athletic team, or any other University of Richmond sponsored student organization.

**SCOPE:**

This policy applies to the University of Richmond and all students, student organizations, athletic teams, 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 - Definition*

**Hazing** is an act that, as an explicit or implicit condition for initiation to, admission into, affiliation with, or continued membership in a group organization, could be seen by a reasonable person as conduct that: endangers the physical health of an individual or causes mental distress to an individual through, for example, humiliating, intimidating, or demeaning treatment; destroys or removes public or private property; involves

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the consumption of alcohol, other drugs, or other substances; or violates any of the policies of the University of Richmond.

## *STU-1001.2 – Policy*

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.

Violations of this policy may also violate criminal laws. As such, the University of Richmond Police Department may also investigate a report of hazing occurring on the University campus.

## **Examples of Hazing**

Examples of forbidden hazing activities 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;
- 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;

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- 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-1001.2 – Related Regulations and Accreditation Standards*

Code of Virginia Section 18.2-56

*SACSCOC Principles of Accreditation 12.3 (Student Rights)*

## **RELATED POLICIES:**

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University of Richmond Standards of Student Conduct

University of Richmond Student-Athlete Handbook

*GOV-3102* University of Richmond Policy Prohibiting Sexual Misconduct

## **POLICY BACKGROUND:**

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Previous policy dated 9/5/2007

Policy revised in 2018 was reviewed by the University’s Director of Compliance, Deputy Title IX Coordinator for Students, Associate Athletic Director for Sport Programs, Director of Risk Management, and President’s Cabinet prior to approval on 08/15/2018.

## **POLICY CONTACTS:**

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Vice President for Student Development

Director, Center for Student Involvement