



UNIVERSITY OF RICHMOND

Policy Manual

Policy #:	STU-1001	Policy Title:	Hazing Policy
Effective:	06/23/2025	Responsible Office:	Center for Student Involvement
Date Approved:	06/20/2025	Approval:	Vice President for Student Development
Replaces Policy Dated:	08/15/2022	Responsible University Official:	Director of Student Involvement

PURPOSE:

This policy sets forth the University's prohibition of hazing, as defined herein. This policy is designed to foster compliance with the Jeanne Clery Campus Safety Act, Va. Code § 23.1-819 et. seq., Va. Code § 18.2-56, and other applicable laws. This policy sets forth the University's process for reporting incidents of hazing, the process used to investigate incidents of hazing, information on applicable laws on hazing, and the University's prevention and awareness programs related to hazing.

This policy and related University policies and procedures are not contracts and do not confer contractual rights upon any individual. The University has the right to amend or modify this policy and related University policies and procedures from time to time, without prior notice.

SCOPE:

This policy applies to the University of Richmond and all students, student organizations (as defined herein), staff, faculty, and applicants for admission. 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 means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

- a. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a Student Organization; and
- b. causes or creates a risk, above the reasonable risk encountered in the course of participation in the University or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including but not limited to:
 - i. hitting, whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, branding, or similar activity;
 - ii. causing, coercing, or otherwise inducing sleep deprivation, sleeping in inappropriate or uncomfortable places, or places not in their living space;
 - iii. causing, coercing, or otherwise inducing exposure to the elements, confinement in a small space, extreme physical activity, or other similar activity;
 - iv. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - v. causing, coercing, or otherwise inducing another person to perform sexual acts or sexually degrading acts, including stripping, simulation of sexual acts, improper touching, or sexually explicit chants and songs;
 - vi. causing, coercing, or otherwise inducing participation in humiliating, intimidating, or superfluous/unnecessary demeaning acts, including but not limited to getting a tattoo, shaving their head, wearing unusual clothing, or personal servitude, including, but not limited to running personal errands;
 - vii. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - viii. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law or a violation of University policy; and
 - ix. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law or a violation of University policy.

Registered Student Organization is defined in the University of Richmond [Registered Student Organization Handbook](#).

Student Organization means, for purposes of this policy, all student organizations, regardless of whether the organization is a Registered Student Organization or is otherwise recognized by the University, including but not limited to fraternities, sororities, clubs, societies, associations, club sports, and athletic teams.

Student Organizations with Delayed Recruitment or Membership means, for purposes of this policy, a Registered Student Organization that imposes 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 Recruitment or Membership.

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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 on Prohibiting and Responding to Sexual Harassment/Sexual Misconduct – Students](#) and the [Policy on Prohibiting and Responding to Sexual Harassment/Sexual Misconduct – Faculty and Staff](#). 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](#) and/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 Registered 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.

STU-1001.3 – Reporting Hazing

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

All Campus Security Authorities (as designated by the University pursuant to Jeanne Clery Act), 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 members of the campus community are encouraged to make a prompt, good faith report of actual or potential hazing.

STU-1001.4 – Immunity from Certain Conduct Sanctions when Reporting Hazing

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, or ingestion of illegal drugs if the student discloses such violations in connection with a prompt and good faith report of 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.

STU-1001.5 – Prevention and Awareness Training

The University will conduct in-person hazing prevention and awareness 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, and 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 during new student orientation. 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 Recruitment or 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 – Campus Hazing Transparency Report

The University will publish a report (the "Campus Hazing Transparency Report") summarizing findings concerning any Student Organization found to be in violation of this Policy. The Campus Hazing Transparency Report will be publicly available on the University's website and shall be updated at least two times per year to include incidents involving a Student Organization for which a finding of responsibility was issued.

The Campus Hazing Transparency Report shall include: (i) the name of the Student Organization, (ii) a general description of the violation that resulted in a finding of responsibility, including whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the University, and any sanctions placed on the student organization by the University, as applicable; and (iii) the dates on which the incident was alleged to have occurred, the investigation into the incident was initiated, the investigation ended with a finding that a hazing violation occurred, and the institution provided notice to the student organization that the incident resulted in a hazing violation.

In addition to the Campus Hazing Transparency Report, the University will publish, in a prominent location on the University's public website, hazing information including: (i) a statement notifying the public of the annual availability of statistics on hazing, including a link to such report; (ii) information about the University's Hazing Policy and applicable local, State, and Tribal laws on hazing; and (iii) the information included in each update of the Campus Hazing Transparency Report.

The University shall maintain Campus Hazing Transparency Reports for a period of 5 calendar years from the date of publication of such update.

RELATED POLICIES:

University of Richmond Standards of Student Conduct

University of Richmond Student-Athlete Handbook

GOV-3103 Policy on Prohibiting and Responding to Sexual Harassment/Sexual Misconduct – Students

GOV-3104 Policy on Prohibiting and Responding to Sexual Harassment/Sexual Misconduct – Faculty and Staff

STU-1002 Alcohol, Tobacco, and Other Drug Policy

POLICY BACKGROUND:

Previous policy dated 8/15/2018

Policy revised in 2022 and 2025 to ensure compliance with Virginia Code §23.1-819 *et seq.*

Policy revised in June 2025 to ensure compliance with the Stop Campus Hazing Act (20 U.S.C. §1092(f)).

POLICY CONTACTS:

Vice President for Student Development

Director of Student Involvement