



POLICY TITLE: Hazing Policy

POLICY PURPOSE: To protect students from hazing which consists of a broad range of behaviors that may place another person in danger of physical or psychological harm, and includes activities that demonstrate disregard for another person's dignity or well-being.

BACKGROUND:

APPLIES TO: Students and student organizations

DEFINITIONS: Student organizations: A student organization is an organization that is committed to serving the FHSU campus and students and the community of Hays. Student organizations must be composed primarily of currently enrolled students and must serve a purpose unique from that of an existing organization and/or academic department. (Student Organization Handbook – minimum requirements for a student organization defined.)

CONTENTS:

POLICY STATEMENT: Hazing is strictly prohibited at Fort Hays State University. Any student participating or involved in hazing activities will be subject to disciplinary action for violation of this policy. Student organizations found in violation will be subject to punishment including, but not limited to, disbanding of the organization.

Hazing is any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person's willingness to participate.

Hazing consists of a broad range of behaviors that may place another person in danger of physical or psychological harm, and includes activities that demonstrate disregard for another person's dignity or well-being. Even when demeaning or embarrassing behaviors do not appear overtly harmful in themselves -- as where the participants appear to engage in them willingly -- they may constitute hazing if they are part of an organization's or group's initiation or membership activities or if such activities are a part of the organization's or group's traditions or rituals. The determination of whether a particular activity constitutes hazing will depend on the circumstances and context in which that activity is occurring.

Specific activities which may constitute hazing include, but are not limited to the following:

1. Any type of physical brutality, such as whipping, beating, striking, branding, electrical shock, placing of a harmful substance on the body, or similar activity;
2. Any type of physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other activity that

- subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;
3. Any activity involving consumption of food, liquid, alcoholic beverage, liquor, drug, or other substance which subjects the student to an unreasonable risk or harm or which adversely affects the mental or physical health of the student;
 4. Any activity that intimidates or threatens the student with ostracism or exclusion from the particular organization or group, that subjects the student to extreme mental stress, shame, or humiliation, or that adversely affects the mental health or dignity of the student or discourages the student from entering or remaining registered in an educational institution, or that may reasonably be expected to cause a student to leave the organization, group or institution rather than submit to acts described in this subsection;
 5. Activities that would unreasonably interfere with students' other activities or obligations (academic, extracurricular, family, religious, etc.); and
 6. Any activities that violate University policy, or federal, state or local law.

The University's Hazing Policy shall apply to all University students, as well as organizations or groups, either official or unofficial, whose membership includes University students, and organizations or groups registered with or funded in whole or in part by the University.

As a condition of registration or recognition by the University, all clubs and organizations including but not limited to fraternities and sororities, athletic teams, band, etc., must agree that they and their members will not engage in any action which may constitute hazing as defined by the University or Kansas law. In addition, they must agree that they and their members will not engage in any action or situation that causes an individual to suffer indignity, embarrassment, humiliation, or ridicule due to the actions of others.

All organizations understand that hazing in any form is prohibited. Organizations violating the University's Hazing Policy Statement will be subject to the University's judicial process. If found in violation, it will be subject to punishment, including but not limited to disbandment. Individual members of organizations violating this policy will be subject to the University's Student Code of Conduct and Discipline Procedures. If found in violation, they shall be subject to disciplinary action which may result in suspension or expulsion from the University.

EXCLUSIONS OR SPECIAL CIRCUMSTANCES:

RELATED DOCUMENTS:

Policies:

Forms:

Other:

KEYWORDS:

Hazing, disciplinary, organizations

RESPONSIBLE OFFICE:

Student Affairs

RESPONSIBLE UNIVERSITY

Asst. VP for Student Affairs

OFFICIAL:

ORIGINATION DATE: 10/12/2005

REVIEW CYCLE: Every 3 years

POLICY ADDRESS:

LAST APPROVED ON: Adopted by Cabinet 11/28/2018

REVIEW/CHANGE HISTORY: Adopted by Cabinet 10/12/2005

NEXT REVIEW DATE: 11/2021
