



HAZING PREVENTION & AWARENESS PROGRAMMING POLICY

I. PURPOSE

Concord University is committed to maintaining an educational environment in which students may participate in student organizations, athletic teams, clubs, programs, and other University-affiliated activities without being subjected to hazing.

The purpose of this Policy is to establish the University's comprehensive hazing prevention and awareness programming framework and to promote a campus culture in which hazing is recognized, reported, prevented, and addressed.

This Policy is intended to support compliance with the Jeanne Clery Campus Safety Act ("Clery Act"), as amended by the Stop Campus Hazing Act ("SCHA"), 20 U.S.C. § 1092(f), the West Virginia Anti-Hazing Law, W. Va. Code § 18-16-1 et seq., and other applicable federal and state requirements.

The University's prevention efforts shall emphasize primary prevention and seek to prevent hazing before it occurs through education, bystander intervention, ethical leadership, healthy group development, awareness of University policies and reporting procedures, and other research-informed prevention strategies.

II. SCOPE

This Policy applies to hazing prevention and awareness programming provided by the University for:

- Students
- Faculty
- Staff and other employees
- Student organizations and their members and leaders
- Collegiate and club athletic teams
- Fraternities and sororities
- Student Government
- Academic, honorary, service, professional, performing arts, and other student groups
- Other members of the University community, as appropriate

The University shall also make appropriate hazing prevention and awareness information and programming available to the public and may provide or extend programming to prospective students, parents and families, alumni, volunteers, community partners, and other individuals who interact with University student organizations from time to time.

III. DEFINITIONS

Hazing: 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:

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - f. any activity against another person that includes a criminal violation of local, State or Federal law; and
 - g. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State or Federal law."

IV. PROHIBITION AGAINST HAZING:

Hazing, in any form, is prohibited by the University. No student, employee, student organization, athletic team, club, or other person or group subject to University authority may engage in, encourage, facilitate, promote, organize, solicit, permit, or knowingly assist hazing. The fact that an individual voluntarily participated in, acquiesced to, or consented to an activity does not, by itself, prevent the activity from constituting hazing.

Violations may result in disciplinary action under applicable University policies and procedures and may also result in criminal or civil consequences under applicable law.

V. HAZING PREVENTION & AWARENESS PROGRAM

Campus-Wide Program

The University shall maintain research-informed, campus-wide hazing prevention and awareness programming designed to reach students, faculty, and staff. The University's prevention program shall use available research and evidence concerning hazing prevention and shall incorporate primary prevention strategies intended to prevent hazing before it occurs.

Programming shall not be limited solely to individuals participating in fraternities, sororities, athletics, or other groups traditionally associated with hazing. Campus-wide programming shall be available to students, faculty, and staff generally. The University shall supplement campus-wide programming with targeted programming, when appropriate, for populations whose positions or activities create increased opportunities to recognize, prevent, report, or respond to hazing.

Educational Content

The University's hazing prevention and awareness programming may, collectively, provide education concerning, but not limited to:

1. The University's definition and prohibition of hazing;
2. Examples and warning signs of hazing, including physical, psychological, alcohol- or drug-related, coercive, humiliating, and other forms of hazing;
3. How and where suspected hazing may be reported to the University;
4. The University's process for responding to and investigating reports of hazing;
5. Applicable federal, state, local, and, when applicable, Tribal laws concerning hazing;
6. Potential University disciplinary consequences and applicable legal consequences associated with hazing;
7. Primary prevention strategies intended to prevent hazing before it occurs;
8. Bystander intervention skills, including recognizing potentially harmful conduct, safely intervening, obtaining assistance, and reporting concerns;
9. Ethical leadership and the responsibilities of organizational leaders, coaches, advisors, employees, and members;
10. Strategies for creating group cohesion, belonging, tradition, team identity, and organizational loyalty without hazing;
11. The role that alcohol and other substances may play in increasing hazing risk;
12. Strategies for challenging group norms, traditions, or practices that facilitate or normalize hazing; and
13. University and community resources available to individuals who experience, witness, report, or are otherwise affected by hazing.

VI. PROGRAM FRAMEWORK

The University shall use a multi-level approach to hazing prevention rather than relying exclusively upon a single annual training program.

Campus-Wide Hazing Prevention Education

The University shall provide campus-wide hazing prevention education that is accessible to all students, faculty, and staff. At least annually, the University shall make available an educational program addressing one or more of the following:

1. What constitutes hazing;
2. University policies prohibiting hazing;
3. How to report hazing;
4. How the University investigates hazing;
5. Applicable hazing laws;
6. Bystander intervention;
7. Ethical leadership; and
8. Healthy alternatives to hazing for developing group cohesion and belonging.

The University may satisfy this provision through online training, in-person programming, virtual programming, or a combination of delivery methods.

Student Organization Education

The University may provide enhanced hazing prevention education for students involved in student organizations and athletic teams. Programming may include scenario-based exercises addressing common hazing risk environments, including:

1. New-member activities;
2. Initiation or induction activities;
3. Team traditions;
4. Preseason or training activities;
5. Travel;
6. Social events;
7. Alcohol-related activities;
8. Off-campus activities;
9. Informal or unofficial group activities; and
10. Activities communicated or organized through social media, messaging applications, or other electronic means.

The program should specifically distinguish legitimate team-building, training, organizational traditions, and performance expectations from conduct that creates an unreasonable risk of physical or psychological harm.

VII. PROGRAM DELIVERY & ACCESSIBILITY

The University shall structure its programming so that hazing prevention education is meaningfully available to students, faculty, and staff. When in-person programs are used, the University shall provide sufficient opportunities, locations, or capacity to reasonably permit participation by the intended campus population.

Online programming intended to satisfy the University's campus-wide programming requirements shall be made available to all students, faculty, and staff within the intended audience. Programming shall be provided in an accessible manner consistent with applicable disability and accessibility requirements.

The University may require participation in hazing prevention programming for particular populations when determined appropriate, including student organization leaders, athletes, coaches, organization advisors, or other groups. Nothing in this Policy requires the University to limit programming to mandatory participants.

VIII. PROGRAM ASSESSMENT

The University shall periodically evaluate its hazing prevention and awareness programming to determine its effectiveness and identify opportunities for improvement.

Assessment may include but is not limited to:

1. Participation and completion data;
2. Pre- and post-program knowledge assessments;
3. Campus climate or student experience surveys;
4. Student and employee feedback;
5. Hazing reports and incident trends;
6. Organization conduct data;
7. Awareness of reporting mechanisms;
8. Knowledge of University policies;
9. Bystander confidence and intervention knowledge; and
10. Other measures reasonably related to prevention effectiveness.

Assessment results should be used to modify or improve future prevention programming.

IX. PROGRAM COORDINATION

The Office of Student Affairs is responsible for coordinating the University's hazing prevention and awareness programming. Program development should involve appropriate campus partners, which may include:

1. Student Affairs;
2. Public Safety;
3. Clery Compliance;
4. Athletics;
5. Human Resources;
6. Faculty representatives;
7. Student organization representatives;
8. Fraternity and Sorority Life, if applicable;
9. Counseling or behavioral health services;
10. Risk Management;
11. Residence Life; and
12. Other campus or community partners.