



## Policy 8.11 University Anti-Hazing

**Responsible Official:** SVP and Dean for Campus Life

**Administering Division/Department:** Campus Life

**Effective Date:** October 15, 2011

**Last Revision:** March 30, 2015

### Policy Sections:

- I. Overview
- II. Applicability
- III. Policy Details
- IV. Definitions
- V. Related Links
- VI. Contact Information
- VII. Revision History

### Overview

Emory University is committed to the health and well-being of its student body. Hazing can severely impact the educational experience and an individual's emotional and physical well-being. For that reason, the University and the Emory community have an obligation to protect the members of the community from hazing, to assist those who have been hazed, and to hold those individuals and organizations engaging in hazing accountable for their actions.

As part of this commitment, Emory University complies with and upholds all federal and state laws that regulate or prohibit hazing. Violations of such laws that are brought to the University's attention may be addressed through internal University processes, prosecution in the courts, or both.

This Policy is also designed to convey the University's care and concern for its members and their emotional and physical well-being and to foster faculty, staff, and students helping each other.

### Applicability

All Emory University students and organizations are hereby notified that this Policy applies to all activities conducted on and off University-owned property.

### Policy Details

All students are required to abide by Georgia laws, ordinances, and regulations pertaining to hazing. In addition to those laws, Emory University has established the following expectations:

- Emory University prohibits hazing of any kind.
  - o Hazing is a broad term encompassing any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate.
  - o Prohibited behavior may include activities for which the group, team, club or organization engages in, promotes or facilitates that negatively impact prospective, active or new members' physical and mental well-being or has no legitimate educational purpose.

- o Organizations may be held accountable for actions committed by alumni members or non-member individuals.
  - o Apathy or acquiescence in the presence of hazing are not neutral acts; these are violations.
  - Actions or activities which are prohibited by the University include, but are not limited to, activities that involve or have the potential to involve:
    - o Risk of injury to any individual or group.
    - o Discomfort to any individual or group.
    - o Embarrassment to any individual or group.
    - o Harassment of any individual or group.
    - o Degradation, humiliation or ridicule of any individual or group.
    - o Acts of personal servitude of an individual or group.
    - o Willful destruction and/or removal of public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in any organization.
    - o Any violation of University policies or state law.
  - The following questions can help individuals/ groups assess the appropriateness of an activity:
    - o Does the activity promote and conform to the ideals, values, and mission of both the University and organization?
    - o Is it an activity that all members (current and prospective) engage in equally and together?
    - o Does this activity have an educational purpose?
    - o Would the group's advisor, coach, national headquarters of a fraternity/sorority/etc. and/or other University officials approve of the activity?
    - o Will this activity increase prospective/new members' respect for the organization/group and all members of the group?
    - o Is the activity free of mental anguish or physical discomfort?
- Does the activity have inherent value in and of itself?

## ENFORCEMENT

Any individual or group found responsible for hazing will be subject to sanctions outlined in the disciplinary process that has jurisdiction over those individuals or group. For example, undergraduate students are subject to the Undergraduate Code of Conduct while graduate and professional school students will be subject to the disciplinary processes of their respective academic units. Sanctions may include but are not limited to disciplinary probation, social probation, suspension, revocation of University recognition, and expulsion.

## Definitions

- **Hazing:** Any action or situation created by an individual or group that inflicts, intends to inflict, or has the potential to inflict physical or mental discomfort or causes anxieties that may demean, degrade, disgrace, embarrass, harass, or humiliate any person regardless of location, intent, or consent of participants for the purpose of initiation into, affiliation with, admission to, holding office in, or as a condition for continued membership in a group, team, club, or other organization.
- **School Organization:** Any club, society, fraternity, sorority, team, group or number of persons where students are the principle members.
- **Student:** Any individual pursuing studies at Emory University. At the discretion of the appropriate responsible body, this term may be extended to include: (1) a person not currently enrolled who was enrolled in the fall, spring, or summer term preceding the alleged violation, or (2) a person who, while not currently enrolled, has been enrolled in Emory University and may reasonably seek enrollment at a future date, (3) a person who has applied or been accepted for admission to Emory University and may reasonably be expected to enroll, or (4) a person enrolled in the Emory University Pre-College Program on a credit or non-credit basis.

## Related Links

- Current Version of This Policy: <http://policies.emory.edu/8.11>
- [Office of Sorority & Fraternity Life](http://www.osfl.campuslifetech.org/) (http://www.osfl.campuslifetech.org/)
- [Office of Student Conduct](http://conduct.emory.edu/index.html) (http://conduct.emory.edu/index.html)

- [Department of Intercollegiate Athletics](http://www.emoryathletics.com/landing/index) (http://www.emoryathletics.com/landing/index)
- [Oxford College](http://oxford.emory.edu/life/) (http://oxford.emory.edu/life/)
- [Stop Hazing](http://www.stophazing.org) (http://www.stophazing.org)
- [NCAA Hazing Prevention](http://www.ncaa.org/wps/wcm/connect/public/NCAA/Student-Athlete+Experience/Student-Athlete+Well+Being/Hazing+prevention)  
(http://www.ncaa.org/wps/wcm/connect/public/NCAA/Student-Athlete+Experience/Student-Athlete+Well+Being/Hazing+prevention)

### Contact Information

Subject	Contact	Phone	Email
Content	Judith Pannell	404-727-4079	jpanne2@emory.edu

### Revision History

- Version Published on: Jan 09, 2012
- Version Published on: Jan 09, 2012 (*Original Publication*)

*Emory University policies are subject to change at any time. If you are reading this policy in paper or PDF format, you are strongly encouraged to visit [policies.emory.edu](http://policies.emory.edu) to ensure that you are relying on the current version.*