



MERCYHURST UNIVERSITY

Anti-Hazing Policy

Policy Name: Anti-Hazing Policy

Responsible Administrator: Vice President for Student Life and Athletics

Date of Current Revision or Creation: July 2022

A. PURPOSE

To establish Mercyhurst University's Anti-Hazing Policy, identify how the Mercyhurst University ("University") will enforce this Policy, and identify resources for reporting violations of this Policy.

B. AUTHORITY

The administration has the authority to promulgate policies to ensure its compliance with federal, state, and local regulations.

C. DEFINITIONS

Hazing: when a person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization, causes, coerces or forces a minor or student to do any of the following:

1. Violate Federal, State, or Municipal law or University policy or procedure;
2. Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm;
3. Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements;
4. Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment;
5. Endure brutality of a sexual nature;
6. Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

Hazing shall NOT include reasonable and customary athletic, law enforcement or military training, contests, competitions or events.

Aggravated Hazing: when a person commits a violation of hazing that results in serious bodily injury or death to the minor or student; and the person acts with reckless indifference to the health and safety of the minor or students; or the person causes, coerces or forces the consumption of an alcoholic liquid or drug by the minor or student.

Organizational Hazing: when an organization intentionally, knowingly or recklessly promotes or facilitates a violation of hazing or aggravated hazing.

Minor: Regardless of student status, a minor is any person under the age of eighteen (18).

Student: for purposes of this Policy only, an individual who attends, has applied to attend, or has been admitted to the University.

D. SCOPE

This policy applies to the following:

- Students of the University.
- Minors participating in University-sponsored youth programs.
- Any acts of hazing occurring on or off campus.
- Any organization operating under the sanction of or recognized as an organization by the University, including, but not limited to, the following:
 - Recognized Student Clubs & Organizations (RSCO) of the University.
 - Any sports team recognized or sponsored by the University.
 - Band, choral or other groups affiliated with the University.
 - University operated youth programs, activities and services and youth service organizations.
 - Any other organization, planning team, committee, or group affiliated with University departments, offices, or Colleges.
- Other persons associated with a University sanctioned or recognized organization, including, but not limited to, the following:
 - Members or participants in the organization
 - Advisors (including faculty or staff of the University who serve in this capacity)
 - Alumni of the organization or the University
 - University faculty, staff, and volunteers (including coaches)
 - Booster Clubs
 - Representatives of external organizations having an association with or interest in University sanctioned or recognized organizations or activities

E. POLICY STATEMENT

Mercyhurst University does not tolerate hazing. Hazing is prohibited for any University recognized or sanctioned organization, student, or other person associated with an organization operating under the sanction of or recognized by the University. Organizations or individuals found responsible for hazing under this Policy, whether occurring on or off campus, may be subject to disciplinary action by the University, and may also face criminal charges under state law, including The Timothy J. Piazza Antihazing Law, 18. Pa. C.S. § 2801, et seq.

For the purposes of this Policy, it shall not be a defense that the consent of the minor or student was sought or obtained or that the conduct was sanctioned or approved by the organization.

F. PROCEDURES FOR REPORTING VIOLATIONS

The University strongly encourages all members of the University community who believe they have witnessed, experienced, or are aware of conduct that constitutes hazing to report the conduct to the Student Conduct Office, Human Resources, and/or the Mercyhurst University Police Department. Anonymous reports may also be submitted. This Policy and reports made pursuant to this Policy do not supersede or replace other reporting obligations mandated by law or University policy. Reports may also be made using the Whistleblower Hotline at (814)824-2021.

G. RESPONSIBLE ADMINISTRATOR

Vice President for Student Life and Athletics

H. RELATED INFORMATION

Student Handbook

Employee Handbook

Policy Revision Dates: July 2022

Scheduled Review Date: June 2023