

William Paterson University Policy
Campus Activities, Service and Leadership Policy and Office of Student Conduct

SUBJECT:	Hazing Policy		TITLE:	University Wide Hazing Policy	
CATEGORY: Check One	Board of Trustees <input type="checkbox"/>	University <input checked="" type="checkbox"/>	Functional <input type="checkbox"/>	School/Unit <input type="checkbox"/>	
Responsible Executive:	Director, Campus Activities, Service and Leadership, and Director of Student Conduct		Responsible Office:	Campus Activities, Service and Leadership, and Student Conduct	
CODING:		ADOPTED:	12/14/2011	AMENDED: 8/19/2019	
LAST REVIEWED: 8/19/2019					

PURPOSE:

William Paterson University recognizes that hazing is a destructive act that is counterproductive in any setting. Acts of hazing in any form are not tolerated.

DEFINITION:

Hazing is defined as 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. In addition, hazing is illegal as defined by the New Jersey Code of Criminal Justice Section 2C:40-3 - Hazing; Aggravated Hazing.

ACCOUNTABILITY

The Office of Campus Activities, Service and Leadership and the Office of Student Conduct are responsible for enforcing this policy. The Office of Campus Activities, Service and Leadership, in conjunction with Campus Police as necessary, will investigate complaints regarding hazing allegations. The Office of Student Conduct will adjudicate violations via the [Student Code of Conduct](#).

POLICY

Any person who participates in an act of hazing is subject to disciplinary action. Acts of hazing include, but are not limited to, the following:

Subtle Hazing

Behaviors that emphasize a power imbalance between potential and new members / rookies and other members of the group or team. Termed “subtle hazing” because these types of hazing are often taken for granted or accepted as “harmless” or meaningless. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place potential and new members / rookies on the receiving end of ridicule, embarrassment, and/or humiliation tactics. Potential and new members / rookies often feel the need to endure subtle hazing to feel like part of the group or team. (Some types of subtle hazing may also be considered harassment hazing).

- Deception
- Assigning demerits
- Silence periods with implied threats for violation
- Deprivation of privileges granted to other members
- Requiring new members / rookies to perform duties not assigned to other members
- Socially isolating new members / rookies
- Line-ups and Drills / Tests on meaningless information
- Name calling
- Requiring “military” behaviors, such as standing at attention, walking in straight lines, rounding corners, etc.
- Requiring new members / rookies to refer to other members with titles (e.g. Mr., Miss) while they are identified with demeaning terms
- Expecting certain items to always be in one’s possession

Harassment Hazing

Behaviors that cause emotional anguish or physical discomfort in order for potential and new members / rookies to feel like part of the group. Harassment hazing confuses, frustrates, and causes undue stress for potential and new members/rookies. (Some types of harassment hazing can also be considered violent hazing). Some Examples:

- Verbal abuse
- Threats or implied threats
- Asking new members to wear embarrassing, humiliating, or conspicuous attire
- Stunt or skit nights with degrading, crude, or humiliating acts
- Expecting new members/rookies to perform personal service to other members such as carrying books, errands, cooking, cleaning, etc.
- Sleep deprivation
- Sexual simulations
- Expecting new members / rookies to be deprived of maintaining normal schedule of bodily cleanliness
- Be expected to harass others

Violent Hazing

Behaviors that have the potential to cause physical and/or emotional, or psychological harm. Some Examples:

- Forced or coerced alcohol or other drug consumption
- Beating, paddling, or other forms of assault
- Branding
- Forced or coerced ingestion of vile substances or concoctions
- Burning
- Water intoxication
- Expecting abuse or mistreatment of animals
- Public nudity
- Expecting illegal activity
- Bondage
- Abductions/kidnaps
- Exposure to cold weather or extreme heat without appropriate protection

Date: 08/19/2019