

## HAZING PREVENTION

### POLICY SUMMARY

To promote a safe and educationally productive learning and living environment, Northern Arizona University prohibits Hazing. Students, faculty, and staff must work to prevent Hazing within the scope of their individual authority and must report suspected Hazing incidents to the NAU Police Department in an emergency, to the Dean of Students, or in cases involving employees, to the appropriate vice president, Provost's Office, or Human Resources. Students and Student Organizations that engage in Hazing are subject to disciplinary action and sanctions up to and including expulsion or de-registration. University employees who knowingly permit, authorize, or condone Hazing are subject to disciplinary action. It is not possible for Hazing victims to consent or acquiesce to Hazing. The Northern Arizona University Police Department or other appropriate law enforcement agencies will investigate Hazing activity that appears to violate Arizona law.

### REASON FOR THIS POLICY

Arizona law and Northern Arizona University's commitment to the safety and wellbeing of its Students require the implementation of a comprehensive Hazing prevention policy.

### ENTITIES AFFECTED BY THIS POLICY

- All academic and administrative units
- All Student Organizations
- NAU Police Department

### WHO SHOULD KNOW THIS POLICY

- All faculty and staff
- All Students
- Officers and members of all Student Organizations

### DEFINITIONS

**Hazing:** any intentional, knowing or reckless act committed by a student, employee, or visitor whether individually, or in concert with other persons, against another person, in connection with an initiation into, an affiliation with, or the maintenance of membership in any organization that is affiliated with Northern Arizona University that contributes to a substantial risk of potential physical injury, mental harm or degradation, or causes physical injury, mental harm or personal degradation or any act otherwise defined as hazing under applicable law.<sup>1</sup> Hazing includes, but is not limited to, paddling in any form, physical or psychological shocks, late work sessions that interfere with scholastic activities, advocating or promoting alcohol or substance abuse, tests of endurance, submission of members or prospective members to potentially dangerous or hazardous circumstances or activities which have a foreseeable potential for resulting in personal injury, or any activity which by its nature may have a potential to cause mental distress, panic, human degradation, or embarrassment.

**Student Organization:** an association, athletic team, order, society, corps, cooperative, club, fraternity, sorority, or similar group that is affiliated or registered with the University and whose membership consists primarily of

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<sup>1</sup> See [ARS 13-1215](#) for the definition of hazing under Arizona law

Students enrolled at the University. Student Organizations include local divisions such as chapters or units consisting primarily of Northern Arizona University Students, regardless of the nature of the membership of the larger public or private organization.

**Student:** for purposes of this policy, any person who is enrolled, who has been promoted or accepted for enrollment, or who intends to enroll at or be promoted to the University within the next twelve calendar months. Such a person shall continue to be defined as a Student until the person graduates, transfers, or withdraws from the University.

## POLICY

### A. Prohibition

Hazing is prohibited. Soliciting another to engage in Hazing is prohibited. Aiding or abetting another person who is engaged in Hazing is prohibited. Students, faculty, and staff who knowingly permit, authorize, or condone Hazing are subject to disciplinary action and sanctions. Interfering with an investigation of Hazing or retaliating against an individual who made a good faith report of Hazing is prohibited. It is not a defense to a violation of this policy if the Hazing victim consented to or acquiesced in the Hazing activity.

### B. Duty to Prevent

Students, faculty, and staff shall take reasonable measures within the scope of their individual authority to prevent violations of this policy. Failure to do so shall constitute misconduct subject to disciplinary action.

### C. Duty to Report

Students, faculty, and staff shall report violations or suspected violations of this policy to the appropriate campus authority. Violations by Students should be reported to the Dean of Students or the NAU Police Department. Dial 911 in an emergency. Violations by faculty or staff should be reported to the NAU Police Department in an emergency or otherwise in writing to the Provost's Office, another vice president of jurisdiction as may be appropriate, or Human Resources for referral to the employee's supervisor. Failure to report violations or suspected violations of this policy may constitute misconduct subject to disciplinary action.

### D. Investigation and Adjudication

Violations of this policy by Students shall be investigated and adjudicated in accordance with the Student Code of Conduct and the University's standard Student disciplinary procedures. Violations of this policy by faculty or staff shall be reviewed in accordance with Arizona Board of Regents and University policies and procedures that govern employee conduct. The officers and members of a Student Organization may be held individually or collectively responsible for a violation of this policy. The University may pursue disciplinary action or sanctions against members of a Student Organization in addition to disciplinary action or sanctions implemented by the Student Organization or its governing body as a result of internal processes.

### E. Sanctions

When determining disciplinary consequences, the University may consider mitigating or aggravating factors such as prior or subsequent conduct, motive, and intent. A pattern of similar violations will warrant an escalating response. Violations of this policy may result in one or more of the following sanctions or employment actions:

#### 1. Students or Student Organizations

- a. Letters of warning, direction, or reprimand;
- b. Disciplinary probation, suspension, or expulsion;
- c. Restricted access to or use of University property or facilities;
- d. Restitution paid to the University or other persons for damages or harm;
- e. De-registration or suspension or loss of a Student Organization's campus privileges; or
- f. Other sanctions consistent with University policy that may be deemed appropriate from time to time.

#### 2. Employees

- a. Letters of warning, direction, or reprimand;
- b. Suspension, demotion, loss of pay;
- c. Termination of employment;
- d. Restricted access to or use of University property or facilities;
- e. Restitution paid to the University or other persons for damages or harm; or
- f. Other sanctions consistent with University policy that may be deemed appropriate from time to time.

#### F. Criminal Referral

The University will report to law enforcement any complaint of Hazing activity that appears to involve criminal conduct.

#### G. Exceptions

This policy is not intended to prohibit or sanction customary public athletic events, contests or competitions that are sponsored by the University, or any activity or conduct that furthers the goal of a legitimate educational curriculum, a legitimate extracurricular program, or a legitimate military training program.

## RESPONSIBILITIES

**Faculty and Staff**: act within the scope of their individual authority to prevent and report hazing.

**NAU Police Department**: investigates hazing activity that may constitute criminal violations; coordinates with University units and other law enforcement agencies as appropriate.

**Student Organization Leaders**: act within the scope of their individual authority to prevent and report hazing.

## PROCEDURES

To report a violation of this policy by a student or student organization, the online [Incident Reporting Tool](#) or contact the Dean of Students. To report a violation of this policy by an employee, contact the Provost's Office, another vice president of jurisdiction as may be appropriate, or Human Resources.

## RELATED INFORMATION

### Forms or Tools

There are no forms or tools associated with this policy.

### Cross-References

[Student Code of Conduct](#)

[Student Code of Conduct Procedures](#)

### Sources

[Arizona Revised Statutes §15-2301](#)

## APPENDIX\*

[NCAA Hazing Prevention Handbook](#)

[NAU Hazing Prevention Website](#)

\*Disclaimer: all documents, links, or other materials included in this policy's appendix are provided solely for the user's convenience and are not part of official University policy.