

Christopher Newport University

Policy: Hazing Policy

Policy Number: 9015

Executive Oversight:	Vice President for Student Affairs
Contact Office:	Student Affairs
Frequency of Review:	Biennially
Date of Last Review:	August 2022

I. PURPOSE

The purpose of this policy is to prevent hazing - and the harm and injury that it may cause - at Christopher Newport University. It is the responsibility of all members of the university community to support and encourage an atmosphere of learning, social responsibility, and mutual respect, where members do not intentionally or recklessly cause harm, or risk causing harm, to one another. Hazing is an unproductive, destructive and hazardous activity that is contrary to this responsibility.

II. POLICY STATEMENT

Hazing, in any and all forms, whether it occurs on or off campus, is prohibited. This prohibition applies to all students and all student groups including but not limited to student organizations, clubs, bands, and athletic teams. Christopher Newport University shall investigate and adjudicate all allegations of hazing against all students and employees alleged to have engaged in such acts, pursuant to the Student Code of Conduct and applicable Human Resource policies. All violations are subject to sanction up to and including dismissal or termination.

Activity treated as hazing under this policy includes any mental or physical requirement, request, or obligation, imposed upon any person as a condition or expectation of membership or participation in any organization, association or activity, which could cause pain, unreasonable discomfort, fright, disgrace, injury, or which is personally degrading, or which violates any related federal, state, or local statute - regardless of an individual's consent or willing participation in such activity.

Any Christopher Newport University employee who condones or participates in hazing activities, or who has knowledge of and fails to report such activities, violates this policy and shall be subject to discipline through the applicable employee process and subject to disciplinary action up to and including termination.

Volunteers working with Christopher Newport University students or student organizations who condone or participate in hazing or who have knowledge of and fail to report such activities violate this policy and shall be banned from campus.

Retaliation by any student, organization, employee, or volunteer against a student or other person for reporting a suspected incident of hazing, or for cooperating in any investigation or disciplinary proceeding regarding an incident of hazing, is also a violation of this policy.

As required by Virginia Code §18.2-56, activity which recklessly or intentionally endangers the health or safety of a student or students or inflicts bodily injury in connection with or for the purpose of initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, association, fraternity, sorority, or student body, regardless of voluntary participation shall be reported to the Commonwealth's Attorney for the City of Newport News for possible criminal prosecution.

Findings of violation of this policy or of federal or state laws pertaining to hazing shall be reported to the Timothy J. Piazza Center for Fraternity and Sorority Research and Reform at The Pennsylvania State University and shall be published on Christopher Newport University's website, as provided by Va. Code § 23.1-822.

Hazing prevention training shall be provided to all members and potential members of each University recognized student organization, and their advisors, as provided by Va. Code § 23.1-820.

III. PROCEDURES

A. Identifying Hazing

Hazing may be physical, verbal or psychological

Physical hazing may take the form of:

- i). physical activity used to harass, punish, or harm an individual
- ii) brutality of a physical nature (paddling, whipping, beating, forced or encouraged calisthenics, burning, branding, or tattooing any part of the body)
- iii). exposure to potentially dangerous or hazardous circumstances;
- iv) tests of physical endurance, which may include sleep deprivation or activities requiring abnormal stamina;
- v) spraying, painting, or pelting with any substance;
- vi) physically limiting activities, which include burying in any substance, confinement, binding, or preventing an individual from moving on their own, and/or servitude;
- vii) nudity with the intent or potential to cause embarrassment;
- viii). forcing or encouraging consumption of any food, liquor, drug, or other substance, legal or illegal, and regardless of the amount being consumed;
- ix). wearing, in public, of apparel which is conspicuous and/or indecent; or
- x). any conduct which removes a student from campus or related activities with no or limited ability to return to campus or the activity.

Verbal hazing may take the form of:

- i). interrogating an individual in an intimidating or threatening manner; or
- ii). threats.

Psychological Hazing may take the form of an act or activity which by its nature is so profound that it would have a potential to cause severe mental anxiety or distress such as:

- i) forced or encouraged conduct which could result in extreme embarrassment, panic, degradation, or any other forced or encouraged activity which could adversely affect the mental health or dignity of an individual;
- ii). exclusion from social contact;
- iii). misleading prospective members in an effort to convince them that they will not become members unless they complete tasks, follow instructions, or act in a certain way; or
- iv). misleading prospective members that they will be hurt in any way during induction or initiation.

Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts.

B. Reporting

Any member of the university community who is subjected to, observes, or becomes aware of conduct believed to be hazing, shall report it to one of the following:

- Campus Police (757-594-7777)
Silent witness (<http://cnu.edu/police/watch/silentwitness/>)
- Office of the Vice President for Student Affairs (757-594-7160)
- Center for Honor Enrichment & Community Standards (757-594-7190)
<https://publicdocs.maxient.com/incidentreport.php?ChristopherNewportUniv>
- Office of Residence Life (757-594-7527) (individual Area Coordinators, Residential Fellows, and Resident Assistants can assist)
- Office of Orientation and Student Involvement (757-594-7260)
- Director of Athletics (757-594-7025)
- Director of Human Resources (757-594-7145)

Reporting suspected violations of this policy is of primary importance. Alcohol and/or drug violations should not deter reporting or cooperating in an investigation or adjudication of hazing incidents. Disciplinary action under this policy or for personal consumption of drugs or alcohol, will not be taken against a non-participating bystander who reports in good faith in advance of or during an incident of hazing that causes, or is likely to cause, injury to a person.

Substance abuse counseling, treatment and/or educational initiatives, may, however, be required in such cases.

C. Preliminary Interventions

Upon a report of hazing, restrictions may be imposed on individuals or organizations, as deemed necessary to protect the safety and well-being of students and the University community. These restrictions may include, but are not limited to:

- i). exclusion from campus;
- ii). limitation of privileges; and/or
- iii). no contact orders.

D. Sanctions

Violations of this policy by students or student groups are subject to disciplinary action pursuant to the Student Handbook, up to and including dismissal from the University.

IV. SCOPE

For the purposes of this policy, an employee is any salaried or wage faculty or staff member, graduate students paid on assistantships, and student workers

For the purposes of this policy, a volunteer is any individual who is not an employee or student of Christopher Newport University who is engaged in activities supporting a recognized student organization at the university.

For the purposes of this policy, a student is any individual who has accepted an offer of admission as an undergraduate or graduate student and who has not yet graduated, officially transferred to another institution, or officially withdrawn from the university.

This policy is not intended to prohibit customary athletic events, contests, or competitions that are sponsored by the university or the organized and supervised practices associated with such events. Similarly, any activity or conduct that furthers the goals of a legitimate educational curriculum, extra-curriculum, or military training program as approved by the university is not prohibited under this policy.

V. AUTHORITY

Virginia Code §§ 18.2-56, -71.
Virginia Code §§ 23.1-819-822.

The University reserves the right to revise, change, or eliminate this policy as necessary and without notice.

VI. APPROVAL AND REVISIONS:

Approved By: Board of Visitors, February 26, 2016

Revision #1: Policy Committee, June 19, 2018

Revision # 2: Policy Committee, August, 2022

VII. NEXT REVIEW DATE: Summer 2024