

## **Hazing Policy**

Hazing is prohibited and defined as any act or situation, whether intentional or unintentional, committed or coerced against an individual for the purpose of initiation into, admission to, affiliation with, or as a condition for continued membership in any group or organization, which inflicts physical, emotional, and/or psychological harm.

The expressed or implied consent of the person subjected to hazing is not a defense. Furthermore, apathy, acquiescence, or passive observation in the presence of hazing are not neutral acts and constitute violations of this policy. Any action or situation that places a student in a position of potential harm in the context of organizational affiliation is considered hazing, regardless of intent.

The University abides by the laws of the State of Rhode Island and the laws of those states under whose jurisdiction it finds itself. Students in violation of the Hazing Policy may be referred to the State of Rhode Island for prosecution. The State Law reads as follows:

### § 11-21-1 Penalty for hazing.

(a) Any organizer of, or participant in, an activity constituting hazing, as defined in subsection (b) of this section, shall be guilty of a misdemeanor and, upon conviction, shall be fined not more than five hundred dollars (\$500), or punished by imprisonment for not less than thirty (30) days nor more than one year, or both.

(b) "Hazing" as used in this chapter, means any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. This conduct shall include, but not be limited to, whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug, or other substance, or any brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of the student or any other person, or which subjects the student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

### § 11-21-2 Penalty for school official permitting hazing.

Every person, being a teacher, superintendent, commandant, or other person in charge of any public, private, parochial, or military school, college or other educational institution, who shall knowingly permit any activity constituting hazing, as defined in § 11-21-1, shall be guilty of a misdemeanor and shall be fined not less than ten dollars (\$10.00) nor more than one hundred dollars (\$100).

### § 11-21-3. Tattooing or permanent disfigurement.

Every person being a student, or being a person in attendance at any public, private, parochial, or military school, college, or other educational institution, who shall tattoo or knowingly and willfully permanently disfigure the body, limbs, or features of any fellow student or person attending the institution by the use of nitrate of silver or any like substance, or by any other means, shall be held guilty of a crime of the degree of mayhem, and shall, upon conviction, be imprisoned not exceeding ten (10) years nor less than one year.

### **Reporting Hazing**

The University strongly encourages anyone who has witnessed, experienced, or has knowledge of hazing to report it promptly. This includes not only actual incidents but also planned or attempted hazing, especially before it occurs. Early reporting can prevent harm and may even save a life.

### **How to Report:**

**In-Person:** Individuals may report hazing directly to the Office of the Dean of Students or Office of Public Safety.

**Online and Anonymous:** An anonymous online reporting form is available at the following link: [https://salve-advocate.symplicity.com/collections/students\\_organizations](https://salve-advocate.symplicity.com/collections/students_organizations). This option allows individuals to report concerns without disclosing their identity.

The University is committed to responding to all reports of hazing. Individuals who engage in or attempt hazing conduct but then self-report to the University and/or cooperate fully with investigations related to hazing may be subject to lower disciplinary action.

Additionally, in instances where individuals who engaged in hazing then take initiative to notify appropriate authorities in an emergency as a result of hazing (e.g., calling 911 or Public Safety) may also be subject to lower discipline.

**Retaliation:** Retaliation is a violation of the Student Handbook and will not be tolerated. Students concerned about retaliation for reporting hazing should reach out directly to the Dean of Students.

### **Investigation Process and Sanctions:**

All reports are investigated by the Dean of Students, following the conduct process outlined in the Student Handbook (<https://salve.edu/documents/dean-students-student-handbook>). Salve Regina University students and/or student organizations may be

sanctioned. Any disciplinary action outlined in the Code of Student Conduct or other relevant policies may be applied to a student or student organization found in violation of this policy. These actions may include, but are not limited to, a warning, loss of privileges, educational sanctions, fines, suspension, expulsion, or revocation of University recognition.

If a Salve Regina University student or student organization is also found to have violated local, state, or federal laws, the outcome of the University's conduct process will remain in effect regardless of whether related criminal or civil charges were dismissed, reduced, or resolved in the individual's or organization's favor or not.

### **Prevention and Education:**

All incoming Salve students will complete a hazing awareness course via the United Educators platform. This course focuses on helping students both recognize and prevent hazing through:

- Tips to determine if an activity is hazing
- Information on how to find Salve's policies about hazing
- How to respond if you become aware of hazing

Additional education is provided to all athletic team captains and student organization officers each academic year. Student organizations are required to provide hazing and prevention training to their respective members at a general body meeting during the fall semester.

### **Policy Exceptions:**

This policy does not aim to restrict the following types of conduct:

- Activities or behaviors that clearly support the objectives of an approved educational curriculum, athletic program, co-curricular initiative, or military training program recognized by Salve Regina University.
- Research involving human subjects that has received approval from the Institutional Review Board, provided that participants have given their voluntary and informed consent.
- Public athletic events, competitions, or contests officially sponsored by Salve Regina University, as well as the organized and supervised practices related to those events.