

Heidelberg University Hazing Policy
Approved on June 17, 2022

1. **Purpose:** As part of our commitment to promoting a safe and healthy campus environment for the Heidelberg University community and cultivating a culture that fosters respect for the dignity and rights of all its members, the University does not tolerate hazing activities by any members of the University community. This Policy informs students, employees and others of the campus community about their responsibilities regarding hazing, the University’s response to Policy violations, and the resources available for addressing concerns related to hazing or suspected hazing. [Title IX Coordinator](#) has primary responsibility for enforcement of this Policy. This Policy is in compliance with [Collin’s Law: The Ohio Anti-Hazing Act](#).

2. **Scope of Policy:** This Policy applies to all members of the University community, including students, student organizations, administrators, employees, faculty members, teachers, instructors, consultants, alumni, volunteers, and other licensees and invitees. In some circumstances, this Policy also applies to unsanctioned organizations.

Heidelberg University has jurisdiction under this policy whether the conduct occurs on or off-campus, or at a non-sanctioned event. This Policy applies to all University locations, including where the University is extended to distance education, such as study abroad, service trips, experiential learning opportunities, and athletic, club sport, and other group travel. This regulation may also be applied to behavior conducted online, via e-mail or through electronic media, in cases where the behavior is not protected by freedom of expression. The University does not regularly search for online information but may take action if such information is brought to the attention of University officials. The University will investigate and respond to all reports of hazing as outlined in this policy.

The following factors do not prevent conduct from being considered a violation of this policy:

- (a) Expressed or implied consent; or

- (b) The conduct not being part of an official event or otherwise sanctioned or approved by a student organization or student group/team.

3. **Prohibited Conduct Under This Policy.** This Policy prohibits Hazing by Individuals and Hazing by Student Organizations (collectively referred to as “hazing”).
 - a. **Hazing:** Ohio law defines hazing as “doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in [section 3719.011 of the Revised Code](#).”
The University further defines hazing as doing any of the following, or pressuring, causing, forcing, soliciting, or coercing any person to do any of the following for the

purpose of initiative, admitting, or affiliating an individual into or with a student group or student organization; continuing or enhancing an individual's membership or status in a student group or student organization; or perpetuating or furthering a tradition or ritual of a student group or student organization:

1. Engage in any conduct prohibited by federal and/or state and/or municipal criminal law, regardless of whether an arrest is made, or criminal charges are brought;
2. Take into their body any food, liquid (including alcohol), drug, or other substance that subjects the person to a substantial risk of mental or physical harm; and/or;
3. Cause or create a substantial risk of causing mental or physical harm to another and/or engage in any act or omission that contributes to the death of another.

4. Sanctions

Hazing is a serious offense of the Heidelberg University "Student Code of Conduct" and, therefore, is subject to the full range of sanctions.

- (a) Sanctions for violations of this regulation shall be administered by the Dean of Student Affairs.
- (b) Student groups subject to University jurisdiction and individual students found responsible for violations of this regulation shall be sanctioned in accordance with the Student Code of Conduct. For student groups, sanctions include, but are not limited to, revocation of registration or denial of application for registration, loss of University privileges such as the ability to formally meet on campus and to use campus facilities, or to represent the University and, in the case of fraternities and sororities, the right to be recognized or operate at the University.
- (c) Sanctions imposed by the University for violations of this regulation may be in addition to any penalty imposed for violation of the criminal laws of the State of Ohio and for violation of any other University regulations or policies.
- (d) For groups that are formally associated with the University (i.e. athletic teams, University bands, or any other groups supported by the University that are not required to register as a student organizations), sanctioning for violations of this policy shall be determined by the appropriate administrative unit that sponsors/supports the group in consultation with the Dean of Students Affairs.
- (e) Employees will be subject to discipline in accordance with the appropriate and applicable University policies and procedures. The Office of Human Resources will be consulted to determine the appropriate process and discipline.

- (f) In addition, other educational activities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents or groups in which the student is involved, or their governing bodies.

5. Enforcement of Policy

The University will address reports of hazing, as defined in this Policy, pursuant to the [Student Handbook](#).

Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency.

6. Reporting

- (a) Individuals and/or Student Organizations should report instances of hazing through the [Incident Communication Form](#). Reports will be routed to the Title IX Coordinator and sent to the appropriate University Official for review
- (b) Making an intentionally false accusation of hazing is prohibited and subject to corrective or restorative action as enumerated in the Code of Student Conduct or other University policies.
- (c) If a member of the University community is aware of immediate physical danger to a student or others, they must contact Tiffin police at 419-447-2323 or dial 911.
- (d) Any questions concerning the interpretation or application of this policy should be referred to the [Title IX Coordinator](#).

7. Mandatory Reporters

A mandatory reporter who fails to make a timely report may be subject to appropriate discipline. Each of the following is considered a “mandatory reporter”:

- (a) Any full or part-time employee of the University (including student employees and graduate assistants), or
- (b) Any volunteer acting in an official capacity who advises or coaches student organizations and/or student groups and who have direct contact with students.
- (c) Employees who are required by law to protect confidentiality are exempt from this requirement.

Note: Reports made pursuant to this Policy do not supersede or replace other reporting obligations.

8. Additional Reporting Requirements for Employees and Volunteers

Immediately upon learning of potential hazing, all administrators, employees, faculty members, teachers, consultants, alumni and volunteers of any student organization, who are

acting in an official and professional capacity who receive a complaint of hazing or who observes or learns of conduct that is reasonably believed to be in violation of this Policy is required to report the alleged conduct to the Title IX Coordinator.

No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization, who is acting in an official and professional capacity shall recklessly fail to immediately report the knowledge of hazing to a law enforcement agency in the county in which the victim of hazing resides or the in which the hazing is occurring or has occurred. Please work with the Title IX Coordinator to ensure that this report is submitted in the correct county and with the proper law enforcement agency. Failure to report any observed hazing incident, or improper activity believed to be in violation of the Policy is prohibited conduct under this Policy and may result in criminal charges.

Employees who are required by law to protect confidentiality are exempt from this requirement. Reports made pursuant to this Policy do not supersede or replace other reporting obligations. Confidential Resources on campus can be found [here](#).

9. Record Keeping

The University will maintain a report of all violations of this Policy that are reported to the University and which result in a charge of violation of this Policy. The University will update the report bi-annually on January 1 and August 1 of each year and will post the updated report on the University's website.

10. Dissemination of Policy.

The University will post this Policy on the Title IX website and can be found [here](#), as well as provide a copy of the Policy to each organization within the institution.

11. Education & Training

All enrolled or incoming students seeking membership in a registered student organization or student group at Heidelberg University must complete the yearly online anti-hazing training provided by the University. Failure to complete the training will result in the student being denied the ability to join any recognized student organization or group. If a student is unsure if they have completed the required program they should contact the [Title IX Coordinator](#) to verify their eligibility to join a student organization or group.

Definitions/Terms used in this Policy. This Policy uses the following definitions and terms.

Organization is defined as groups recognized by, or operating under the sanction of, the University.

- Fraternity or Sorority (and may include national or international organizations)
- Athletic teams (ex. NCAA or other athletic conference affiliated teams, intramural teams, club teams, etc.)
- Groups affiliated from an academic class (ex. band, ensembles, etc.)
- Military organizations
- Honor societies
- Performing arts groups

- Spirit groups (ex. cheer, dance, drill, etc.)
- Student organizations and/or groups
- Unsanctioned organizations

Student is defined as an individual currently enrolled at Heidelberg University and may include:

- College Credit Plus students
- Students pursuing a certificate
- Adult-learner students
- Students enrolled on multiple campuses
- Previously enrolled students.
- Graduate and/or pre-professional students

Volunteer is defined to include an individual who “advises or coaches an organization recognized by or operating under the sanction of an institution and who has direct contact with students” and “who is acting in an official and professional capacity.”

Student Organization Advisor is defined to include both advisors who are employed by the institution and those that are not employed.

Faculty Member is defined to include:

- Adjunct faculty
- Guest lecturers
- Visiting scholars
- Study abroad program-related faculty and lecturers
- Teaching assistants
- Faculty employed at multiple institutions.

Employee is defined to include:

- Graduate assistants
- Part-time employees
- Contracted employees

Retaliation

Heidelberg University has a zero tolerance for retaliation and may include:

- implied threats
- harassment
- intimidation
- physical and psychological abuse, etc.

[Office of Title IX](#)
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