Christopher Newport University

**Policy: Hazing Policy**

**Policy Number: 9015**

Executive Oversight: Vice President for Student Affairs
Contact Office: Vice President for Student Affairs
Frequency of Review: Biennially
Date of Last Review: June 2018

**A. PURPOSE**

The purpose of this policy is to ensure that students at Christopher Newport University are not subjected to any type of hazing. It is the responsibility of all members of the university community to encourage an atmosphere of learning, social responsibility, and respect for human dignity.

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.

**B. POLICY STATEMENT**

Hazing is both a criminal offense in the Commonwealth of Virginia and a serious violation of Christopher Newport University policy. It is expressly prohibited. Christopher Newport University will investigate and adjudicate all allegations of hazing. Criminal proceedings may also be implicated and are not precluded by a prior or concurrent University process.

Hazing is defined as any mental or physical requirement, request, or obligation placed upon any person which could cause discomfort, pain, fright, disgrace, injury, or which is personally degrading, or which violates any related federal, state, local statute or University policy, the willingness of an individual to participate in such activity notwithstanding.

Hazing is prohibited in all forms (including physical, verbal, and psychological). This policy applies to all students, including, but not limited to, student organizations, bands, and athletic teams. Student/student organization behavior will be addressed through the student conduct process.

In addition to being a serious violation of University policy, hazing is also a violation of Virginia law. Section 18.2-56 of the *Code of Virginia* provides that it is “unlawful to haze so as to cause bodily injury, any student at any school, college or university. Any person guilty thereof shall be guilty of a Class 1 misdemeanor.” The Code also requires that students
found responsible for hazing be sanctioned, and that the President of a college or university report any hazing that results in bodily injury to the Commonwealth’s Attorney for possible criminal prosecution.

Concurrently, the NCAA, North American Interfraternity Conference, the National Pan-Hellenic Conference and the National Pan-Hellenic Council state unequivocally that hazing has no place in the collegiate organizations they govern. Individuals and organizations affiliated with these groups may also face discipline from them.

C. REPORTING

If any member of the university community is subjected to, observes, or becomes aware of conduct believed to be hazing, it must be reported 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)
- Office of Residence Life (757-594-7527)
  Individual Hall Directors and Resident Assistants can assist
- Office of Student Activities (757-594-7260)
- Director of Athletics (757-594-7025)

D. RETALIATION

If an individual or organization retaliates against a student or other person reporting a suspected incident of hazing or cooperating in any investigation or disciplinary proceeding regarding an incident of hazing it shall be considered a violation of this policy.

E. SANCTIONS

Students and student organizations are subject to any sanctions outlined in the current edition of the Student Handbook. These sanctions range from a warning to dismissal from the university. A complete listing of possible sanctions can be found in Section V of the Student Handbook.

Once an allegation of hazing is received, interim measures may be taken against individuals and organizations/teams/groups. These include, but are not limited to:

1. Restriction from the University
2. Restriction of privileges
3. No contact orders

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. Sanctions can include exclusion from campus, suspension, and termination.

E. RESOURCES

University resources exist to help students understand and address issues of hazing. These include:

- Office of the Vice President for Student Affairs
- Office of Counseling Services
- University Police
- Office of Student Activities – Greek Life
- Athletic Department
- *Student Handbook* Section VI, Part VII

Additional resources are also available

- NCAA ([www.ncaa.com](http://www.ncaa.com))
- North American Interfraternity Conference ([www.nicindy.org](http://www.nicindy.org))
- National Panhellenic Conference ([www.npcwomen.org](http://www.npcwomen.org))
- National Pan-Hellenic Conference ([www.nphchq.org](http://www.nphchq.org))
- Stop Hazing Organization ([www.stophazing.org](http://www.stophazing.org))
- Hazing Prevention ([www.hazingprevention.org](http://www.hazingprevention.org))

F. DEFINITIONS

Different types of hazing and examples include, but are not limited to:

1. *Physical Hazing* defined as physical activity used to harass, punish, or harm an individual or any activity that has a potential for resulting in personal injury.
   a) Any brutality of a physical nature (paddling, whipping, beating, forced or encouraged calisthenics, burning, branding, or tattooing any part of the body)
   b) Exposure of members or prospective members to potentially dangerous or hazardous circumstances;
   c) Tests of physical endurance, which may include sleep deprivation or activities requiring abnormal stamina;
   d) Spraying, painting, or pelting with any substance;
   e) Physically limiting activities, which include burying in any substance, confinement, binding, or preventing an individual from moving on their own, and/or servitude;
   f) Nudity with the intent or potential to cause embarrassment;
   g) Forcing or encouraging consumption of any food, liquor, drug, or other substance, legal or illegal, and regardless of the amount being consumed;
   h) Wearing, in public, of apparel which is conspicuous and/or indecent;
   i) Any conduct which removes a student from campus or related activities with no or limited ability to return to campus or the activity.
2. **Verbal Hazing**, defined as verbal abuse.
   a) Examples include:
      i. Interrogating an individual in an intimidating or threatening manner;
      ii. Threats.

3. **Psychological Hazing**, defined as an act or activity which by its nature is so profound that it would have a potential to cause severe mental anxiety or distress; 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.
   a) Examples include:
      i. Exclusion from social contact;
      ii. 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;
      iii. 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.

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 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.

G. **AUTHORITY**

This policy is adopted and conforms to the *Code of Virginia*, § 18.2-56. Reporting requirements are derived from the Code 1950, § 18.1 -71; 1960, c. 358; 1975, cc. 14, 15; 2003, cc. 62, 67; 2014, c. 627.

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

H. **APPROVAL AND REVISIONS:**

   **Approved By:** Board of Visitors, February 26, 2016

   **Revision #1:** Policy Committee, June 19, 2018

I. **NEXT REVIEW DATE:** Summer 2020