



**Policy:** Anti-Hazing Policy

**Effective Date:** 3/20/2025

**Responsible Office:** Campus Safety

**Scope:** McDaniel College prohibits students, recognized student organizations, unrecognized organizations, fraternities and sororities, athletic teams and all other student groups from engaging in Hazing. For the purposes of this policy, the College adheres to requirements of the Stop Campus Hazing Act and laws of the State of Maryland.

**Definitions:**

**Hazing:** Any action or situation, on or off campus, by a person or group which recklessly or intentionally endangers the mental or physical health or safety of a student, or which requires, forces, causes, coerces, encourages, or permits violation of any federal, state, or local statute or College policy, for the purpose of initiation, admission, participation or continued membership into, or affiliation with, or membership in any student organizations recognized by, unrecognized by, or affiliated with the College. This holds true regardless of the individual's willingness to participate.

Hazing may include but is not limited to any of the following:

- Any act that induces, causes, or requires another person to act in a way that violates local, state or federal law.
- Any acts of a sexual nature; participation in sexual activities, sexual harassment, sexual assault or sexual objectification.
- Any activities that subjects the student to a risk of emotional or physical harm caused by the consumption of any food, liquid, alcoholic liquid, drug or other substance;
- Any activities of a physical nature, including whipping, beating, branding, confining in a small place, calisthenics or exposure to the elements;
- Any activities of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment;
- Any activity which has the potential to be frightening, intimidating, unlawful, degrading, or unduly deceptive, including deception designed to convince the individual of impending pain, injury, or non-initiation.
- Any activity which endangers or has the potential to endanger the academic performance of the individual, such as not allowing adequate time for, or interfering with academic commitments.

- Any activities and situations include quests, treasure hunts, scavenger hunts, road trips, or any other such activities; wearing apparel which is conspicuous and not normally in good taste; engaging in public stunts, buffoonery or disorderly conduct normally degrading or humiliating games and activities which are not consistent with the regulations and policies of the educational institution or applicable state law.
- Any activities involving socially embarrassing or degrading activity including photographing, performing or posting on social media;
- Any other activity that creates a reasonable likelihood of emotional or bodily injury to the student.

**Student Organization:** an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

**Procedures:**

McDaniel College prohibits all forms of Hazing as described in this policy. It shall not be a defense that the consent of the student was sought or obtained. It is also not a defense that the conduct was sanctioned and or approved by the organization.

This rule is not intended to prohibit any activity or conduct that furthers the legitimate educational curriculum or a legitimate extracurricular program as defined and approved by the College.

Any member of the College community who believes that they have witnessed, experienced, or are aware of conduct that constitutes Hazing, Aggravated Hazing, or Organizational Hazing, should report the concerns to the Department of Campus Safety at 410-857-2202 or [submit a Student or Incident of Concern Report](#). Hazing may have criminal implications, and may be investigated by other law enforcement in addition to the College.

McDaniel College will publish a Campus Hazing Transparency Report twice a year, that will disclose each incident for which a finding of responsibility for Hazing was issued against a student organization that is institutionally recognized. Reports will be publicly available on the institution's webpage for five calendar years from publication.

**Investigative Process:** Upon receiving a complaint, the college will promptly conduct a fair and thorough investigation into the facts and circumstances of any claim of a violation of this policy. Hazing violations will be investigated through the Department of Campus Safety, or designee; and adjudicated through the Student Conduct Process. Hazing may include violations of local, state or federal law and may be investigated by other law enforcement in addition to the College. If allegations involve multiple violations, at least one of which is sexual, the College's Title IX Policy and Grievance Procedures will be used to resolve the allegation(s) after the other allegations have been resolved through the appropriate grievance process or concurrently

therewith. The decision regarding the appropriate grievance process will be made jointly by the Dean of Students in conjunction with the relevant senior level administrators, including the Title IX Coordinator.

Students and organizations are subject to the sanctions in the Code of Student Conduct up to and including warnings, mandated educational programs for members &/or others, community restitution, Student status and/or housing restrictions, suspensions or expulsion. Students and organizations may be subject to additional sanctions through third party regulatory guidelines and standards, including but not limited to the NCAA, ROTC, fraternity and sorority national headquarters, etc.

**Prevention Initiatives:** All McDaniel College students, faculty and staff will be provided with research-informed campus wide prevention programs and prevention strategies.

**Policy Contact:** If you have questions regarding this policy, please contact the Department of Campus Safety at 410-857-2202 or Office of Campus Life at 410-857-2244.