

	<i>Policy Level:</i>	President's Cabinet ▾
	<i>Responsible Department:</i>	Student Affairs ▾
	<i>Effective Date:</i>	06/12/2025
Anti-Hazing		

PURPOSE:

Niagara University is committed to providing a safe and inclusive environment for all students. Hazing, in any form, is strictly prohibited. This policy aligns with the Stop Campus Hazing Act and reflects our dedication to the well-being of our student community.

SCOPE:

Niagara University prohibits all forms of hazing. Any student, student organization, or faculty, staff, or administrator found to have engaged in hazing will be subject to disciplinary action, which may include suspension, expulsion, or employment termination consistent with applicable policies and procedures outlined under the Investigation Procedures section of this policy.

TERMS AND DEFINITIONS:

1. **Hazing** is defined as any intentional, knowing, or reckless act committed by a person, whether individually or in concert with others, against another person or persons, regardless of their willingness to participate, that:
 - Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization.
 - Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution or the organization, of physical or psychological injury.

This includes, but is not limited to:

- Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity.
- Causing, coercing, or inducing sleep deprivation, exposure to the elements, confinement in a small space, or extreme calisthenics.
- Causing, coercing, or inducing consumption of food, liquid, alcohol, drugs, or other substances.
- Causing, coercing, or inducing performance of sexual acts.
- Any activity that places another person in reasonable fear of bodily harm.
- Any activity that includes a criminal violation of local, State/Provincial, Tribal/Territorial, or Federal law.

- Any activity that induces, causes or requires another person to perform a duty or task that involves a criminal violation of local, State/Provincial, Tribal/Territorial, or Federal law.
 - Morally degrading/humiliating games or other activities that make a member the object of amusement, ridicule or intimidation.
2. A **Student Organization** is defined as any group at Niagara University – including (though not limited to) social and academic clubs, societies, athletic teams, fraternities, sororities, or student government – comprising two or more enrolled students, whether officially recognized by the institution or not.

PROCEDURES:

Reporting Procedures:

- Any person who believes they have been hazed or has witnessed hazing is encouraged to report the incident immediately. Reports can be made to:
 - Campus Safety
 - Director of Student Experience and Success (Niagara University Ontario) and/or
 - Dean and Campus Principal (Niagara University Ontario)
 - The Dean of Students Office
 - Title IX and Civil Rights Office
 - Local Law Enforcement
- Reports can be made anonymously.

Investigation Procedures:

- All reports of hazing will be thoroughly investigated.
- The investigation will be conducted in a fair and impartial manner consistent with the Student Code of Conduct and Hearing Procedures for students, Standards of Conduct for administration and staff, and the Collective Bargaining Agreement for faculty.
- Investigations involving students will be conducted by the Dean of Students (or designee).
- Investigations involving administration, staff, and faculty will be conducted by the Director of Human Resources (or designee).
- Investigations involving faculty will be conducted by the academic supervisor (e.g., Dean, Provost), working with appropriate administration and consistent with terms and procedures of the Collective Bargaining Agreement.
- The university will cooperate with law enforcement agencies in any criminal investigation.

ADDITIONAL INFORMATION:

Prevention and Awareness:

- Niagara University will provide ongoing hazing prevention and awareness programs for students, faculty, and staff.
- These programs will emphasize the dangers of hazing and promote a culture of respect and inclusion.

Campus Hazing Transparency Report:

- Niagara University will maintain and publish a "Campus Hazing Transparency Report" in accordance with the Stop Campus Hazing Act. This report will detail any violations of this anti-hazing policy by student organizations. This report will be published on the university website, and updated as required by law, a minimum of twice per year.

Clery Act Compliance:

- Niagara University will include hazing incident statistics in its Annual Security Report (Clery Report) as required by the Stop Campus Hazing Act.

Policy Review:

- This policy will be reviewed and updated periodically to ensure its effectiveness and compliance with applicable laws.

By implementing and enforcing a strong anti-hazing policy, Niagara University can create a safer and more supportive environment for all students.

REFERENCED POLICIES:

None

STATUTES AND REGULATIONS:

The Stop Campus Hazing Act, Public Law 118-173, which was signed into law on December 23, 2024, amends the Clery Act, specifically 20 U.S.C. 1092(f), to require institutions of higher education to track and report hazing incidents. The Act also renames the Clery Act as the Jeanne Clery Campus Safety Act.

POLICY HISTORY:

- Originated: 6/12/2025
- Current Effective Date: 6/12/2025
- Next Review Date: 6/12/2028
- Revision/Renewal Log:
 - None