

William Penn University Anti-Hazing Policy and Prevention Program

June 2025

Statement of Policy

William Penn University is committed to fostering a safe, inclusive, and respectful academic and social environment. Hazing is strictly prohibited in all forms and under all circumstances. This policy applies to all employees, faculty, staff, students, student organizations, athletic teams, fraternities and sororities, and university-affiliated groups, whether activities occur on or off campus.

Definition of Hazing:

Hazing is any intentional or reckless act, occurring on or off university property, by one person or a group directed against another student, that endangers the mental or physical health or safety of a student, or that induces or coerces a student to engage in illegal or unethical conduct, as a condition of initiation, admission into, affiliation with, or continued membership in any university-recognized group or organization.

This definition aligns with Iowa Code § 708.10, which criminalizes hazing and classifies it as a simple misdemeanor, regardless of the victim's consent.

Procedures

Tracking of Hazing Allegations and Reports

William Penn University's Campus Safety Office will have the responsibility for tracking all hazing allegations for the WPU campus to be included in the Annual Security Report. In compliance with the Stop Campus Hazing Act, this will include all reported instances of hazing incidents reported to campus safety authorities or local police agencies whether they have occurred on-campus, off-campus, or within any Clery Act reportable location.

Tracking of Hazing Findings

The Dean of Students, through coordination with the University Judicial Board, will have the responsibility for tracking all findings in relation to hazing incidents. These will be reported in the Campus Hazing Transparency Report, which will be included as a section in the Annual Security Report and as a separate report to be available on the Campus Safety webpage. The Campus Hazing Transparency Report will summarize all hazing incidents by a registered student organization where there is a finding of the violation. The summary will include the name of the registered student organization, a general explanation of the violation for which the registered student organization has been found responsible, whether the violation involved alcohol or substance use, any sanctions imposed as a result of the finding, and relevant dates.

William Penn will create and update the Campus Hazing Transparency Report in a timely fashion once there is a finding of a hazing violation. The Campus Hazing Transparency Report will be maintained on the Campus Safety webpage and updated twice per year for a

period of five calendar years from the date of publication and will be available on the webpage for that duration. The Campus Hazing Transparency Report will also provide a link to the Annual Security Report.

Prohibited Conduct

Examples of hazing include, but are not limited to:

- Physical abuse (e.g., paddling, forced exercise, exposure to extreme weather)
- Forced consumption of alcohol, drugs, or other substances
- Sleep deprivation or forced isolation
- Acts of humiliation (e.g., public ridicule, degrading tasks)
- Coerced participation in illegal or unethical activities
- Any activity that causes emotional distress or threatens academic performance

Prevention Programs/Education and Awareness

1. Mandatory Training: Education will be provided to all students, staff, and faculty related to hazing awareness and prevention education. These programs may be offered online and will be targeted to reach all members of the University community and will be research informed.
2. Orientation Programs: First-year students and transfer students will receive hazing prevention education during orientation.
3. Awareness Campaigns: The university will conduct regular campaigns (e.g., posters, social media, events) to promote a culture of respect and zero tolerance for hazing.
4. Bystander intervention is a critical element in preventing hazing. The campus Mental Health Coordinator will provide training programs for students, faculty, and staff to equip them with strategies to intervene safely when they witness or suspect hazing. Participants will learn how to recognize warning signs, approach situations with sensitivity, and ensure that victims of hazing receive the support they need.
5. Peer Led Initiatives: Student organizations and peer leaders in Student Government, Greek Life, and Athletics will play a key role in preventing hazing. The peer leaders will lead discussions, presentations, and campaigns empowering students to speak out against hazing and support their peers. They will be provided the resources and tools necessary to create a positive campus culture that allows all students to feel safe and valued.

Reporting and Response

1. Anonymous Reporting: Students can report hazing anonymously through the university's Campus Safety Office security@wmpenn.edu, or Student Services Office reslife@wmpenn.edu.
2. Investigation Procedures: All reports will be promptly and thoroughly investigated by the designated university officials, including the Director of Campus Safety and the Dean of Students.
3. Protection from Retaliation: Individuals who report hazing in good faith are protected from retaliation under university policy.

Investigating Alleged Hazing Incidents

When a report of hazing is received, William Penn University follows a structured and impartial process to ensure a fair and thorough investigation:

1. Intake and Preliminary Review

- Reports may be submitted anonymously or with identifying information through the university's Student Services Office reslife@wmpenn.edu, or Campus Safety Office security@wmpenn.edu.
- The report is reviewed to determine if it falls within the scope of hazing as defined by university policy and Iowa Code § 708.10.

2. Interim Measures

- If necessary, interim actions may be taken to protect the safety and well-being of individuals involved. These may include no-contact orders, temporary suspension of activities, or relocation of housing.

3. Formal Investigation

- A trained investigator (Director of Campus Safety and Dean of Students) is assigned to gather evidence, which may include interviews with the complainant, respondent(s), witnesses, and review of relevant documents, communications, or media.
- The investigation is typically completed within 30 business days, though complex cases may require additional time.

4. Findings and Determination

- Upon conclusion, the investigator submits a report to the University Judicial Board.
- A determination is made based on a preponderance of the evidence (i.e., more likely than not that hazing occurred).

5. Accountability and Sanctions

- Individual Sanctions: Students found responsible for hazing may face disciplinary actions including suspension, expulsion, or referral to law enforcement.
- Organizational Sanctions: Student organizations may face suspension, loss of university recognition, or other penalties.
- Legal Consequences: In accordance with Iowa Code § 708.10, individuals may also face criminal charges for hazing, which is classified as a simple misdemeanor punishable by fines or jail time.
- Transparency: The university will publish an annual Campus Hazing Transparency Report, which will be included as a section in the Annual Security Report and as a separate report to be available on the Campus Safety webpage. This report will summarize hazing incidents and outcomes, in compliance with state and federal laws through the Campus Hazing Transparency Report.

Support Services

1. Counseling and Wellness: Victims of hazing have access to confidential counseling, health services, and academic support.

2. Restorative Practices: When appropriate, restorative justice approach may be used to promote healing and accountability.

Additional Hazing Prevention Resources

To strengthen our prevention efforts, William Penn University encourages students and staff to utilize the following national and institutional resources:

1. The Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention offers a comprehensive framework for campus hazing prevention, including strategic planning guides and assessment tools.
3. National Hazing Prevention Week (NHPW) – An annual initiative that provides programming ideas and materials for campus-wide engagement.
4. Campus-Specific Workshops – Students and faculty can request customized hazing prevention workshops through the Student Services Office.

Compliance with State and Federal Law

This policy complies with Iowa Code § 708.10 and the federal Clery Act. The university will cooperate fully with law enforcement in cases involving criminal hazing.

Commitment to a Safe Campus

William Penn University encourages all students to take an active role in preventing hazing and promoting a culture of dignity and mutual respect. Hazing has no place in our academic community.