

Antihazing Policy

Accommodations for individuals with disabilities in accessing these policies are available upon request by emailing accessiblepolicy@wcupa.edu

Purpose and Scope

I. ANTIHAZING POLICY

The University prohibits hazing. This policy applies to acts conducted on or off-campus if such acts are deemed to constitute hazing under this Policy, Pennsylvania, or Federal law. Hazing is dangerous and detrimental to the self-esteem and physical well-being of students who are targeted by the activity. Hazing degrades the values of the involved organization and creates an environment of disrespect that contradicts the University's commitment to and statement of civility.

It is not a defense to any alleged violation of this policy that the consent of a person to participate in suspected hazing activity was sought or obtained; or that the suspected hazing conduct was sanctioned by the University or an organization.

II. DEFINITIONS

A. HAZING – A person, individually or with others, or organization, who intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating an individual into or with an organization, or for the purpose of continuing or enhancing an individual's membership or status in an organization, regardless of the willingness of such other person or persons to participate causes, coerces or forces an individual to do any of the following:

— UNIVERSITY POLICY —

1. Causing, coercing, or otherwise inducing another person to consume any food, drink, liquid, alcoholic liquid, drug, or other substances which subjects the individual to a risk of emotional or physical harm.
 2. Endure brutality of a physical nature, which may include but is not limited to whipping, beating, branding, paddling, kicking, striking, pushing, shoving, tackling, calisthenics, electronic shocking, placing of a harmful substance on someone's body, or exposure to the elements.
 3. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 4. Endure brutality of a mental nature, which may include but is not limited to activity adversely affecting the mental health or dignity of the individual, which may include, but not limited to sleep deprivation, confinement, exclusion from social contact, or conduct which could result in extreme embarrassment or degradation;
 5. Causing, coercing, or otherwise inducing another person to perform sexual acts or enduring brutality of a sexual nature;
 6. Endure any other activity that creates a reasonable likelihood of bodily injury to the student;
 7. Any activity against a person that includes a criminal violation of local, state, tribal, or federal law or University policy or rule;
 8. Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law or University policy or rule.
- B. Aggravated Hazing: A person commits the violation of aggravated hazing if any of the above actions results in serious bodily injury or death to the individual, either from actions of reckless indifference to their health and safety, or by actions that cause, coerce, or force the consumption of an alcoholic liquid or drug.

Note: Hazing shall not include reasonable and customary athletic, law enforcement or military training, contests, competitions or events.

C. STUDENT GROUP – to comply with the Pa General Assembly Antihazing Statute Chapter 28 and the Stop Campus Hazing Act 118th Congress (2023-2024), the University will work with two definitions to meet the mandatory reporting requirements specific to each.

1. “Student Group” Consistent with Pennsylvania’s Timothy J. Piazza Anti-Hazing Law (18 Pa. C.S. §§ 2808-2809), any organized group of students that has complied with or is in the process of complying with the University’s requirements for registration, recognition, or is formed through University academic, athletic, or auxiliary department, or is funded by Student Services Incorporated.
 - a) *Published on the University Website Biannually in January and August*
2. For the purposes of reporting and classifying hazing statistics under The Jeanne Clery Campus Safety Act (Clery Act), a student organization is more broadly defined as an organization 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.
 - a) Published in in the Annual Security Report (Clery) in October, and
 - b) Campus Hazing Transparency Report in January
 - c) And both i. and ii. including only cases resulting in a finding of responsibility for a hazing violation.

III. IMPLEMENTATION

- A. The Office of Student Engagement will ensure that every student organization that has a new member process will be informed of the definition of hazing, be given a copy of this policy and any applicable local, State, and Tribal laws on hazing. Additionally, these student organizations will be informed of reporting measures and will be given primary prevention strategies. Any student, sanctioned group, or recognized groups wishing to proceed with a membership intake/new member process must first secure in writing approval from the appropriate office after adhering to the appropriate procedures.
- B. The Department of Public Safety will require all CSA's to be trained on the policy, definitions, and procedures for reporting, as outlined by the Office of Student Engagement.

IV. JURISDICTION AND PROCEDURES

Hazing is a crime in the Commonwealth of Pennsylvania. Reported incidents of hazing will be handled as a criminal investigative priority. WCU Police or the law enforcement agency with primary jurisdiction will be provided priority access to crime scenes, victims, witnesses or items of evidence, etc., according to criminal procedure. This does not preclude the University from taking interim action(s) as deemed necessary for the protection of an individual(s), suspension of organizational activities and/or persons associated with an organization, including employees while the criminal investigation proceeds. Furthermore, the University will initiate its internal administrative process as soon as possible.

All WCU students, employees, advisors, and organizations are responsible for abiding by this policy, both on campus and off campus, including privately-owned facilities and/or property. Organizations are responsible for any activity in violation of this policy by any individual or group associated with the organization unless it is proven that the group or individual activity was independent of and

— UNIVERSITY POLICY —

occurred without the knowledge and/or consent of the organization. Such responsibility will apply equally to situations in which one or more individuals associated with the organization knew or should have known of the activity and failed to make every reasonable attempt to prevent or stop it.

Reports of hazing activity or behavior believed to involve hazing, as defined, should be reported to the WCU Police Department or the law enforcement agency where the activity occurred. Persons may also report the activity to the Office of Student Conduct, the Office of Social Equity or an anonymous tip line (610-436-3100) or [online reporting function](#). Persons may also call the University Police at 610-436-3311.

Upon notification of an allegation of hazing, the Office of Student Conduct or the Office of Equity and Compliance will immediately notify the WCU Police Department to ensure investigative integrity for any criminal activity is preserved.

Policy Violation Allegations:

- A. Allegations of violations of this policy by an organization should be referred to the Office of Student Conduct.
 - 1. In all cases of alleged violations of this policy, the organization advisor, University department/associate, and/or general headquarters of the organization (when applicable) will be notified.
 - 2. During the period of formal investigation or adjudication of alleged violations of this policy, all new member-related activities, organization activities, and/or University recognition/sponsorship of the organization may be summarily suspended.
- B. Allegations of violations of this policy by a student within any organization should be referred to the Office of Student Conduct for an administrative hearing conducted in accordance with the Code of Conduct.

C. Allegations of antihazing policy violation by an employee or university volunteer should be referred to the Office of Human Resources for administrative follow-up in accordance with employment law and current collective bargaining agreements. Non university volunteers should be referred to the Office of Student Engagement.

V. VIOLATIONS AND SANCTIONS:

It is not a defense to any alleged violation of this policy that the consent of a person to participate in suspected hazing activity was sought or obtained; or that the suspected hazing conduct was sanctioned by the University or an organization. The University reserves the right to adjudicate any organization or University-recognized or -sponsored organization or associated individuals therein for any action (or inaction in a situation where the organization has a duty to act – for example, failing to intervene when a policy violation and/or crime is occurring) that an ordinary, reasonable, intelligent individual or group of individuals know or should know may result in corrective or disciplinary action.

The charging of policy violations at WCU against an organization does not preclude the charging of policy violations at WCU against an individual student or the filing of civil and/or criminal charges against the organization and/or individual under the Pennsylvania Crimes Code.

A. Students or Student Groups

1. Violations

Allegations of antihazing policy violation by a student should be referred to the Office of Student Conduct for an administrative hearing conducted in accordance with the Code of Conduct.

2. Sanctions for Students and Student Groups:

Hazing involving West Chester University students or student groups is strictly prohibited. Students and groups will be held responsible for hazing under the WCU Student Code of Conduct. Procedures for

— UNIVERSITY POLICY —

investigation, adjudication, and sanctions are also located in the Code. This shall not preclude the filing of criminal charges.

B. Employees and University Volunteers

1. Violations

Allegations of antihazing policy violation by an employee should be referred to the Office of Human Resources for administrative follow-up in accordance with employment law and current collective bargaining agreements.

2. Sanctions

A range of possible sanctions for employees will depend upon applicable employment law and discipline protocols as defined in collective bargaining agreements. Any sanction imposed by the University will be in addition to a penalty that may be imposed for violation of the criminal laws of the Commonwealth.

C. Non University Volunteers

1. Violations

Allegations of antihazing policy violation by a volunteer should be referred to the Office of Student Leadership and Involvement for administrative follow-up.

2. Sanctions for Non University Volunteers:

A range of possible sanctions for volunteers, either permanently or for a specified term, may include exclusion from the organization, exclusion from organizational activities and events, exclusion from all university owned or controlled property, exclusion from university activities or events, or no-contact orders.

VI. Amnesty

West Chester University Office of Student Conduct will extend medical amnesty to students who are referred to the office for violations when they meet the requirements set forth in the PA law. Additionally, the Office may extend

consideration to students who offer substantial cooperation with an investigation.

VII. University Antihazing Program

The University will maintain an Antihazing Program within the Office of Student Engagement for the purpose of ensuring the University's rules, organizational training, antihazing policy dissemination, as well as, reporting mechanisms are implemented and maintained. The Office of Student Conduct will ensure the University's rules, enforcement, penalties, and annual reporting, are maintained according to Commonwealth statutory guidance and the Stop Hazing Act. This policy is implemented by several key offices throughout the University. These offices include but are not limited to:

- a) Academic Departments with student organization oversight
- b) Athletics
- c) Campus Recreation
- d) Fraternity and Sorority Life
- e) Public Safety
- f) Student Conduct
- g) Student Engagement

The Division of Student Affairs will appoint a multidivisional taskforce to design and implement an annual antihazing prevention program.

VIII. References:

PA State Code Chapter 505 Student Personnel

Pa General Assembly Antihazing Statute Chapter 28

[Stop Campus Hazing Act 118th Congress](#)

Department of Education Title IX Final Rule

WCU Student Code of Conduct

WCU Sexual Misconduct Policy

UNIVERSITY POLICY

Reviewed by: Dr. Gerald Martin, Vice President for Student Affairs/Dean of Students
Charlie Warner, Director of the Office of Student Leadership and Involvement,
Christina Brenner, Assistant Dean, Office of Student Conduct, Cara Jenkins Sullivan,
Office of Fraternity and Sorority Life, and Joseph Miller, PASSHE University Legal
Counsel

Policy Owner: Christina Brenner-Assistant Dean, Office of Student Conduct

Approved by:



Dr. Jasmine Buxton

Vice President for Student Affairs

7/11/2025

Effective Date: July 11, 2025

Next Review Date: June, 2029

History:

Initial Approval: Unknown

Review Dates: Spring 1987, August 27, 2019

Amended: Spring 1987, August 27, 2019, July 2025