



# POLICY AND PROCEDURE

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<b>TITLE:</b>	<b>Hazing Prevention and Response</b>
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## **POLICY STATEMENT:**

Goodwin University promotes a safe and productive learning and living environment. Hazing is prohibited by federal and state law and University policy. Students, faculty, and staff must work to prevent hazing within the scope of their individual authority and must report suspected hazing incidents to Campus Security, the Dean of Students Office, Human Resources, or the Office of Civil Rights Compliance. Situations involving immediate danger to individuals should be reported to the police by calling 911. Students and organizations that engage in hazing are subject to disciplinary actions and sanctions up to and including expulsion. University employees who knowingly permit, authorize, or condone hazing are subject to corrective action up to and including termination. In compliance with federal and state law, the University will report instances of hazing that involve possible criminal behavior to law enforcement.

### **A. Prohibition of Hazing**

Goodwin University prohibits hazing, whether it involves a University established or recognized organization or not. The state of Connecticut defines hazing as the following:

Hazing means any action which recklessly or intentionally endangers the health or safety of a person for the purpose of initiation, admission into or affiliation with, or as a condition for continued membership in a student organization. The term shall include, but not be limited to:

- (A) Requiring indecent exposure of the body;
- (B) Requiring any activity that would subject the person to extreme mental stress, such as sleep deprivation or extended isolation from social contact;
- (C) Confinement of the person to unreasonably small, unventilated, unsanitary, or unlighted areas;
- (D) Any assault upon the person; or
- (E) Requiring the ingestion of any substance or any other physical activity which could adversely affect the health or safety of the individual. The term shall not include an action sponsored by an institution of higher education which requires any athletic practice, condition, or competition, or curricular activity.

Student organization means a fraternity, sorority, or any other organization operating at an institution of higher education. No student organization or member of a student organization shall engage in hazing any member or person pledged to be a member of the organization. The implied or expressed consent of the victim shall not be a defense in any action brought under this section.<sup>1</sup>

In addition to the above definition, the University also prohibits the following behaviors:

- Soliciting another to engage in hazing
- Planning or organizing hazing
- Aiding or abetting another person who is engaged in hazing
- Knowingly permitting, authorizing, or condoning hazing
- Interfering with an investigation of hazing
- Retaliating against an individual who made a good faith report of hazing.

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<sup>1</sup> CGS § 53-23a

## **B. Duty to Report**

Students, faculty, and staff shall report violations or suspected violations of hazing to University officials. In an emergency, 911 should be called. The University encourages the reporting of misconduct and crimes and maintains a policy of offering parties and witnesses amnesty from minor policy violations related to hazing incidents. Amnesty does not apply to more serious allegations, such as physical abuse of another or illicit drug distribution. The University may, at its discretion, provide purely educational options with no official disciplinary finding, rather than punitive sanctions, to those who offer their assistance to others in need.

Reports can be filed in the following ways:

- To report an emergency, dial 911.
- Campus Security:
  - 860-913-2100
- Dean of Students Office:
  - 860-913-2043
  - [https://cm.maxient.com/reportingform.php?GoodwinCollege&layout\\_id=0](https://cm.maxient.com/reportingform.php?GoodwinCollege&layout_id=0)
- Human Resources:
  - 860-727-6938
- Office of Civil Rights Compliance:
  - [titleixandequity@goodwin.edu](mailto:titleixandequity@goodwin.edu)
  - [https://cm.maxient.com/reportingform.php?GoodwinCollege&layout\\_id=1](https://cm.maxient.com/reportingform.php?GoodwinCollege&layout_id=1)

## **C. Investigation and Adjudication**

Violations of this policy by students shall be investigated and adjudicated in accordance with the Student Code of Conduct. Violations of this policy by faculty and staff shall be investigated and adjudicated in accordance with the Employee Handbook. Should allegations of violations of this policy include sexual misconduct or discrimination based on a protected class, the allegation will be investigated and adjudicated in accordance with the Discrimination, Harassment, and Retaliation Policy.

Officers and members of an organization may be held individually responsible for a violation of this policy. The University may pursue disciplinary action or sanctions against members of an organization in addition to disciplinary action or sanctions implemented by the organization or its governing result of internal processes.

## **D. Sanctions**

When determining sanctions, the University may consider mitigating or aggravating factors such as a prior or subsequent conduct, motive, and intent. Patterns of similar violations will warrant an escalating response. Violations of this policy may result in one or more of the sanctions reflected in the policy used to investigate and adjudicate the matter.

## **E. Criminal Referral**

The University will report to law enforcement any complaint of hazing activity that appears to involve criminal conduct. Hazing is a crime and may constitute a misdemeanor or felony. Involvement of law enforcement does not stop the University from pursuing disciplinary actions related to hazing allegations.

Per Connecticut law, organizations which engage in hazing shall be subjected to a fine of up to \$1,500 and shall forfeit all rights and privileges of being an organization organized or operating at an institution of higher education for at least one year. Members of organizations who engage in hazing shall be subjected to a fine of up to \$1,000.

## **F. Exceptions**

This policy is not intended to prohibit or sanction:

- Customary athletic events, contests, or competitions that are sponsored by an educational institution.
- Any activity or conduct that furthers the goals of a legitimate educational curriculum, a legitimate extracurricular program, or a legitimate military training program.

### **G. University SCHA Reporting**

The University tracks reports of hazing incidents made to security authorities and police agencies consistent with the Stop Campus Hazing Act (SCHA). SCHA uses broader definitions of hazing and student organizations. For Clery reporting, SCHA includes organizations that are neither established or recognized by the University.

Goodwin University Campus Security maintains the Clery log which includes reported hazing incidents involving SCHA defined organizations, including organizations not established nor recognized by the University. The Annual Security Report includes:

- Statistics on Hazing by SCHA defined organizations that occur on University property (Clery geography),
- Policy and procedure information as displayed above, and
- Primary prevention strategies and programs intended to stop hazing before it occurs.

When required, the Dean of Students or their designee maintains and posts a Campus Hazing Transparency Report (CHTR) which includes summary findings concerning any student organizations established or recognized by the University found to be in violation of University policy related to hazing, no matter where they occur. The CHTR will include the name of the student organization, a general description of the violation that led to the finding of responsibility, and related dates.

The CHTR is only required following a finding of a policy violation of hazing by an organization established or recognized by the University. The CHTR must be updated twice annually, but only if there are additional hazing violation findings to add to the report. Should the CHTR be required to be posted, the Dean of Students or their designee shall ensure it is posted in a prominent location on the University's website.

### **H. Prevention of Hazing**

The University is committed to the prevention of hazing. Hazing prevention is integrated into broader student engagement efforts, including orientation programs, student leadership training, and conduct education. Faculty and staff who advise or supervise student activities are also included in prevention efforts. These efforts are proactive, aiming to stop hazing before it occurs through values-based leadership development, promotion of ethical decision-making, and education on power dynamics and group behavior. The University also offers a variety of trainings throughout the year such as bystander intervention, discrimination and harassment prevention, proper reporting practices, and understanding the University's policies and procedures.

### **PUBLISH POLICY STATEMENT (CLICK ON BOX NEXT TO OPTION-SELECT ALL THAT APPLY):**

☒ UNIVERSITY CATALOG

☒ STAFF HANDBOOK

☒ FACULTY HANDBOOK

☒ STUDENT HANDBOOK

### **DEFINITIONS:**

**Hazing:** Any action which recklessly or intentionally endangers the health or safety of a person for the purpose of initiation, admission into or affiliation with, or as a condition for continued membership in a student organization. The term shall include, but not be limited to:

- (A) Requiring indecent exposure of the body;
- (B) Requiring any activity that would subject the person to extreme mental stress, such as sleep deprivation or extended isolation from social contact;
- (C) Confinement of the person to unreasonably small, unventilated, unsanitary, or unlighted areas;
- (D) Any assault upon the person; or
- (E) Requiring the ingestion of any substance or any other physical activity which could adversely affect the health or safety of the individual. The term shall not include an action sponsored by an institution of higher education which requires any athletic practice, condition, or competition, or curricular activity.

**Organization:** a fraternity, sorority, or any other organization operating at an institution of higher education.

**Student:** any person who is enrolled at the University. A person who meets the definition of a student under this policy is considered a student until the person graduates, transfers, or withdraws from the University.

**EXCLUSIONS:**

N/A

**OFFICES DIRECTLY AFFECTED BY THE POLICY:**

Campus Security  
Human Resources  
Office of Civil Rights Compliance  
Student Affairs

**HISTORY:** Created May 7, 2025. Approved by Cabinet June 11, 2025.

<b>EFFECTIVE DATE:</b>	June 23, 2025
<b>RESPONSIBLE OFFICE (ONLY ONE):</b>	Student Affairs
<b>REVIEW DATE:</b>	Annual

**APPENDIX:**

CGS § 53-23a ([https://www.cga.ct.gov/current/pub/chap\\_939.htm#sec\\_53-23a](https://www.cga.ct.gov/current/pub/chap_939.htm#sec_53-23a))  
Stop Campus Hazing Act, Pub. L. No. 118-173, H.R. 5646, 118th Cong. (2024).