



## HAZING POLICY GUIDANCE

No later than June 23, 2025, each institution must review its student code of conduct and related policies to ensure the following components are included:

### 1. Definitions:

Definitions of “hazing” and “school / student organization” must be included in the institution’s student code of conduct such that the definitions meet or exceed the definitions set forth in both the Stop Campus Hazing Act and the Max Gruver Act. Suggested definitions that incorporate the requirements of both laws are below. Under this suggested framework, institutions would use the same definitions for both statistical reporting and conduct policies:

- A. **Hazing** means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—
- (i) is committed in the course of an initiation into, an affiliation or connection with, the maintenance of membership in, or any other condition or precondition connected to a student organization or school organization; and
  - (ii) causes or creates a risk, above the reasonable risk encountered in the course of participation in institution or organization activities (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
    - (a) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
    - (b) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
    - (c) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
    - (d) causing, coercing, or otherwise inducing another person to perform sexual acts;
    - (e) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
    - (f) any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
    - (g) 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.
- B. **School / student organization** means an organization (such as a club, society, association, corporation, order, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, student government, or group living together) in

which two or more of the members are enrolled students or alumni, including local affiliate organizations, whether or not the organization is established or recognized by the institution.

**2. Reporting Procedures:**

Publicized procedures for the prompt reporting of hazing must be included, which should cover a confidential reporting mechanism or link to the Ethics and Compliance Reporting Hotline.

**3. Investigation and Due Process:**

Each institution must establish a process to ensure the prompt investigation and documentation of hazing allegations and procedures that provide for due process for the adjudication of reported hazing.

**4. Public Disclosure and Hazing Transparency Report Requirements:**

- A. Each institution should ensure that it maintains and timely updates a prominent webpage devoted to communicating the institution's hazing policies, reporting procedures, investigation and due process procedures, retaliation protections, and disclosure of hazing or hazing related violations and convictions. This webpage should also include information about the availability of hazing statistics in the institution's Annual Security Report with a link to the same.
- B. The hazing webpage should be labeled in some way as the institution's "Hazing Transparency and Max Gruver Report." Within 15 days of final adjudication of institution hazing conduct cases and/or public notice of criminal hazing convictions, the institution should post this public website the following information:
  - (i) The name of the school / student organization involved;
  - (ii) The dates on which the hazing incident(s) occurred, the investigation was initiated, the investigation ended with a finding of responsibility, and the institution provided notice to the student / school organization that the incident resulted in a hazing violation; and
  - (iii) A general description of the violation, including whether the violation involved the abuse or illegal use of drugs or alcohol; and
  - (iv) A description of the hazing related findings, sanctions, adjudication, and convictions (as applicable).
- C. The institution's hazing website should also make clear that no reportable incidents have occurred for each academic year where that is the case.
- D. Violations should be publicly listed on an institution's Hazing Transparency and Max Gruver Report webpage for at least 5 years.
- E. Note that no FERPA-protected information should be included in these public disclosures.

**5. Hazing Prevention and Education Programs and Training:**

Each institution must implement a comprehensive and research-informed hazing prevention and training strategy that includes information about applicable local, state, tribal, and federal law. Institution policies must include descriptions of research-



informed, campus-wide prevention programs and primary prevention strategies related to hazing for students, staff, and faculty. This may include skill building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing. This information must be included in the institution's Annual Security Report.

**Stop Campus Hazing Act compliance deadlines:**

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| Jan. 1, 2025:  | Institutions begin collecting hazing statistics.  |
| June 23, 2025: | Institution Hazing policies must be in place.   |
| July 1, 2025:  | All institutions must have a process for documenting violations of the institution's standards of conduct related to hazing.  |
| Dec. 23, 2025: | Publish the first Campus Hazing Transparency Report on the institution's website, which should include any violations found since the institution began documenting on July 1, 2025. The first reporting period is July 1, 2025 to December 23, 2025. |
| Oct. 1, 2026:  | Hazing statistics, statements of hazing policies, and statements of hazing prevention and training programs begin to be included in the institution's Annual Security Report.   |

Guidance regarding the future Stop Campus Hazing Act deadlines will be forthcoming. Additionally, hazing prevention education will be available to all institutions upon the completion of the ongoing RFP being overseen by the System Office.