



## **Policy Prohibiting Hazing**

### **I. Overview**

Santa Clara University is committed to promoting a safe and respectful campus environment. Accordingly, hazing in all forms is strictly prohibited. Hazing undermines the integrity of student life, endangers individuals, and is inconsistent with the University's mission and values.

This policy applies to all students, faculty, staff, student organizations (as defined below), visitors, guests, suppliers and vendors, and any third parties using University facilities or participating in any University programs or activities, whether on-campus, off-campus, in person, or online.

This policy is written to follow the requirements of applicable federal and California law. If there is any conflict between this policy and applicable law, or if the applicable laws change before this policy is updated, applicable federal and California law will apply.

### **II. Prohibited Conduct**

The University prohibits hazing in connection with all aspects of its educational programs and activities, including, but not limited to, admissions, academics, residential life, student programs and activities, student services, athletics, and employment.

For the purpose of this policy, "hazing" shall include "hazing" as defined by the federal Stop Campus Hazing Act, 20 USC Section 1092(f)(6)(A) ("Federal Hazing Definition"); "hazing" as defined by the California Stop Campus Hazing Act, California Education Code Section 66306 ("California Hazing Definition"); and Other Prohibited Hazing as defined below:

#### **A. Federal Hazing Definition**

1. "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:
  - (a) Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

- (b) Causes or creates a risk, above the reasonable risk encountered in the course of participation in the University or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
  - i. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
  - ii. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
  - iii. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
  - iv. Causing, coercing, or otherwise inducing another person to perform sexual acts;
  - v. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
  - vi. Any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
  - vii. 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.
- 2. "Student Organization" means an organization at the University (such as a club, society, association, athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the University, whether or not the organization is established or recognized by the University.

#### B. California Hazing Definition

- 1. "Hazing" means any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in California. The term hazing does not include customary athletic events or school-sanctioned events.
- 2. "Affiliated" means currently recognized or sanctioned by the University through its official student organization application process. An organization that had previously been recognized or sanctioned by the University but has subsequently had that recognition or sanction withdrawn or revoked by the University shall not be considered affiliated.

#### C. Other Prohibited Hazing

- 1. In addition to the conduct identified in the Federal Hazing Definition and the California Hazing Definition, "hazing" also 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:

- (a) Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a Student Organization (as defined in the Federal Hazing Definition); and
- (b) Causes or creates a risk, above the reasonable risk encountered in the course of participation in the University or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
  - i. Causing discomfort, embarrassment, harassment, degradation, humiliation or ridicule;
  - ii. Any activity involving the willful destruction or removal of public or private property for the purpose of initiation, affiliation with, or as a condition for continued membership in an organization; or
  - iii. Any activity designed to interfere with an individual's academic endeavors.

### **III. Reporting Options**

Anyone may make a report of hazing. The University strongly encourages those who believe they have been subjected to or witnessed hazing to report the incident promptly to the University. Although there is no timeline for making a report of hazing, the University encourages the prompt reporting of a complaint as the ability of the University to respond to the complaint may be hindered by the passage of time.

An individual may report hazing to the University through one or more of the following offices at any time:

Campus Safety Services  
Main Parking Structure, south corner, lower level  
Phone: (408) 544-4441  
Email: [campussafety@scu.edu](mailto:campussafety@scu.edu)

Dean of Students Office  
Benson Memorial Center, 205  
Phone: (408) 544-4583  
Email: [dso@scu.edu](mailto:dso@scu.edu)  
Website: <https://www.scu.edu/dso//report/>

Office of Equal Opportunity and Title IX  
Loyola Hall (North), Suite 140  
425 El Camino Real  
Santa Clara, CA 95053  
Phone: (408) 551-3043  
Email: [titleixadmin@scu.edu](mailto:titleixadmin@scu.edu)  
Website: [www.scu.edu/title-ix](http://www.scu.edu/title-ix)

Office of the Executive Vice President and Provost  
Walsh Administration Building, first floor  
Phone: (408) 544-4533  
Email: [provost@scu.edu](mailto:provost@scu.edu)

Department of Human Resources  
Loyola Hall, Suite 100  
Phone: (408) 544-4392  
Email: [hrrservicedesk@scu.edu](mailto:hrrservicedesk@scu.edu)

Any individual may make an anonymous report of hazing. In doing so, the individual may report without disclosing their name, identifying the alleged offender, or requesting any action. The University's ability to respond may be limited, depending on the extent of the information available about the incident or the individuals involved. Anonymous reports can be submitted through [EthicsPoint](#).

Some incidents of hazing may constitute a crime. Reports of hazing also may be directed to law enforcement.

#### **IV. Response to Reports**

The Office of Student Life is responsible for overseeing the response to and investigation of reports of students alleged to have engaged in hazing, in a manner consistent with the policies and procedures set forth in the Student Handbook.

The Department of Human Resources is responsible for overseeing the response to and investigation of reports of staff alleged to have engaged in hazing, in a manner consistent with the policies and procedures applicable to staff.

The Office of the Executive Vice President and Provost is responsible for overseeing the response to and investigation of reports of faculty alleged to have engaged in hazing, in a manner consistent with the policies and procedures applicable to faculty.

In those cases where the alleged conduct may violate the University's policies prohibiting discrimination, harassment, and retaliation, the matter will be referred to the Office of Equal Opportunity and Title IX for response in a manner consistent with those policies.

At a minimum, any investigation into a reported violation of this policy shall include notice to the alleged offender of the facts and circumstances giving rise to the alleged violation; interviews with the complainant, the alleged offender, and any witnesses determined to have information relevant to the allegations; review of any documents and other evidence relevant to the allegations; and a written summary of the outcome of the investigation.

#### **V. Compliance**

Any person or organization found to have engaged in conduct that violates this policy will be subject to appropriate corrective action, up to and including separation from the University.

Corrective action, if any, will be initiated in a manner consistent with the policies and procedures that apply to the individual or organization found to have engaged in the conduct.

## **VI. No Retaliation**

The University prohibits retaliation against any person because they have reported known or suspected hazing under this policy or participated as a witness in any investigation in response to a report of hazing under this policy.

## **VII. Clery Act and Annual Security Report**

The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that the University report the number of incidents of certain crimes that occur within particular geographic regions (the “Clery geography”). Beginning with the 2026 Annual Security Report, the University also must include hazing incidents reported to have occurred within the Clery geography. The first calendar year that will include hazing statistics is 2025. For the purpose of the report, the University will use the Federal Hazing Definition. The Clery Act also requires the University to issue a warning to the community in certain circumstances. In the statistical disclosures and warnings to the community, the University will ensure that a complainant’s name and other identifying information are not disclosed.

## **VIII. Campus Hazing Transparency Reports**

Beginning no later than December 23, 2025, the University will publish a Campus Hazing Transparency Report (“Report”) on its public website that includes information with respect to hazing incidents where there has been a finding of responsibility against student organizations that are established or recognized by the University. This Report will be updated at least twice per year if there are additional findings of responsibility to document. The Report will not include any personally identifiable information, including any information that would reveal personally identifiable information, about any individual student.

## **IX. California Reporting Requirement**

On or before June 30, 2026, and on or before June 30 each year thereafter, the University will report to the appropriate policy committees of the Legislature the number of hazing incidents that constituted a violation of this policy and whether the violation was affiliated with a student organization. Any such report will comply with all applicable California and federal privacy laws, including but not limited to the Family Educational Rights and Privacy Act. For the purpose of this report, the University will use the California Hazing Definition.

## **X. Training and Prevention**

The University is committed to educating students, faculty, and staff about this policy prohibiting hazing, healthy alternatives to hazing, and strategies to prevent hazing before it occurs.

The University provides or will provide various programs to prevent hazing, including but not limited to:

- Regular communication to all students, faculty, and staff regarding the University's policy prohibiting hazing.
- Anti-hazing training for all students.
- Ongoing education campaigns, including, e.g., workshops, speaker events, and social media campaigns throughout the academic year to reinforce its anti-hazing policy and to encourage a culture of safety and well-being.
- Targeted training for and other outreach to specific groups, such as athletic teams, club sports teams, and student organizations.

Effective June 23, 2025