

X.XX – CAMPUS HAZING

Effective: February 1, 2025

Purpose: Emporia State University is committed to providing a safe and secure environment for all students, faculty, staff, and visitors. As part of this commitment, Emporia State University recognizes the seriousness of campus hazing and its effects on the well-being of its students.

Scope: This policy applies to all members of the University community including students, faculty, staff, organizations, and individuals associated with the University.

Policy Statement: Hazing is strictly prohibited at Emporia State University and will not be tolerated.

No student, faculty member, staff member, group, or organization shall engage in, condone, or fail to report hazing. Violations of this policy include, but are not limited to:

- Organizing or participating in hazing activities;
- Knowingly allowing hazing to occur;
- Failing to report hazing activities.

Reporting and Statistics

Any member of the University community who becomes aware of hazing must report the incident immediately. Reports can be made to:

- ESU Police and Safety
- The Office of Student Success
- The Title IX Coordinator

Anonymous reporting is available through the University's online reporting system.

The University will collect statistics on hazing incidents reported to campus security authorities or local police agencies.

A "Campus Hazing Transparency Report" summarizing findings concerning any student organizations that are recognized by the University, where the organization is found to be in violation of the University's policy on hazing, will be published on the University's website and updated at least twice a year, if necessary. Such report shall contain information, including but not limited to:

- The name of such student organization;
- A general description of the violation that resulted in a finding of responsibility, including whether the violation involved the use of alcohol or drugs, the findings of the University, and any sanctions placed on the student organization by the University;

- The dates when: 1) the incident is alleged to have occurred; 2) the investigation into the incident was initiated; 3) the investigation ended with a finding of that a hazing violation occurred; and 4) the University provided notice to the student organization that the incident resulted in a hazing violation;

The “Campus Hazing Transparency Report” shall not contain any personally identifiable information about an individual student

Investigation and Disciplinary Action

Reports of hazing will be investigated promptly and thoroughly. Individuals or groups found to have violated this policy may face disciplinary action, up to and including:

- Expulsion or suspension for students
- Termination of employment for faculty or staff.
- Revocation of recognition for student organizations.
- Referral to law enforcement for criminal prosecution, as appropriate.

An individual may be subject to more than one type of disciplinary action as result of their involvement in hazing.

Clery Act Compliance

The University will maintain accurate records of hazing incidents in compliance with the Jeanne Clery Campus Safety Act and include them in the Annual Security Report.

The University will issue timely warnings to the campus community if hazing poses a serious or ongoing threat.

Prevention and Education

The University will implement proactive measures to prevent hazing, including:

- Mandatory training for students, faculty, and staff on hazing prevention;
- Educational programming for student organizations on the risks and consequences of hazing; AND
- Clear communication of University policies, procedures, and reporting mechanisms.

Compliance Monitoring and Review

The University’s Clery Compliance Officer is responsible for monitoring and reviewing Clery Act compliance, including conducting annual reviews, audits, and assessments of policies and procedures.

Non-Retaliation

The University prohibits retaliation against individuals who report hazing violations in good faith.

Definitions: All words and phrases shall be interpreted utilizing their plain meanings unless otherwise defined in University or Board of Regents policy or by statute or regulation.

Hazing – 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 is committed in the course of initiation into, an affiliation with, or the maintenance of membership in, a student organization, AND that causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

Student Organization – An organization at Emporia State University (such as a club , society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at Emporia State University, whether or not the organization is established or recognized by the institution.

Procedures: All procedures linked and related to the policies above shall have the full force and effect of policy if said procedures have first been properly approved by the University’s administrator in charge of Student and Student Life.

Related Policy Information: 7.06 – Clery Act; [K.S.A. 21-5418 - Hazing](#)