

IMMACULATA UNIVERSITY ANTIHAZING POLICY AND INSTITUTIONAL VIOLATION REPORT

August 2019

Antihazing Policy

As a University in the Catholic tradition, Immaculata encourages students to form bonds of loyalty and commitment with all members of the campus community. However, some forms of group bonding, such as hazing, are strictly prohibited.

No recognized organization may have as a condition for initial membership or continued membership any activity which can be defined as hazing or any behavior the performance of which violates a person's conscience, good judgment or norms generally accepted as governing behavior in society.

Hazing is prohibited by both the Commonwealth of Pennsylvania and Immaculata University. Hazing is defined as "...any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student or which willfully destroys or removes public or private property for the purpose of membership in an organization." Such activities shall be presumed to be "forced" activity, the willingness of an individual to participate in such activity notwithstanding.

By way of example, the following behaviors are considered a violation of this policy, regardless of whether they meet the definition of "hazing":

1. Transporting a student against the student's will;
2. The marking or branding of a student;
3. Preventing a student from fulfilling academic responsibilities;
4. Requiring a student to eat or drink against the student's will;
5. Requesting or requiring a student to perform personal service or acts of servitude;
6. Paddling and/or striking in any manner;
7. Preventing a student from practicing personal hygiene;
8. Causing a student to be indecently exposed;
9. Coercing a student into violating state or federal law or University policy;
10. Requiring a student to dress or act in a manner causing ridicule or humiliation;
11. Any forced physical activity or forced calisthenics; and
12. Any activity that would subject the individual to extreme mental stress such as sleep deprivation or forced exclusion from social contact.

Organizations or individual members of organizations that violate the University's policy on hazing and related behaviors may result in disciplinary action, including the student organization losing University recognition.

The policy is contained in the University's Policy Manual, Vol. VI, Non-Academic Student Life Policies, Section 6.5.1.16 *Hazing*.

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Institutional Violation Report

The following is a compilation of reported violations of the University's Antihazing Policy or related federal or state laws since 2014. No violations have been reported since the initial January 2019 report.

Subject	Date of Charge(s)	Details	Date of Resolution
Tau Kappa Sigma Fraternity	November 6 2014	<p><u>Description</u> Second hand information was received that potential new members were subject to hazing activities in the fall 2014, including performing personal service and being forced to stay awake all night.</p> <p><u>Findings</u> An investigation could not substantiate any hazing allegations. However, it was determined that the fraternity failed to register and obtain approval of their new member process.</p> <p><u>Penalties</u> The fraternity was placed on probation for one term for not complying with the registration and approval process. Fraternity members were also required to complete educational programming related to this violation.</p>	December 12 2014
Men's Basketball Team	November 17 2016	<p><u>Description</u> New members of the men's basketball team were encouraged to attend an off campus party in October 2016. They were instructed to wear a T-shirt with their nicknames written on their shirt. At the party, they performed a group dance in front of party guests. Alcohol was available at the party. While the party was attended by members of the team, it was not organized by or conducted by the team. A first year team member required medical treatment for alcohol intoxication upon his return to campus.</p> <p><u>Findings</u> The investigation determined that new members of the team were encouraged to wear t-shirts and dance at the party. Four team members were found responsible for violating the antihazing policy in connection with this activity. However, the investigation could not confirm that the new members were encouraged or forced to drink alcohol by upper-class members of the team.</p>	December 15 2016

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		<p><u>Penalties</u> Four members of the basketball team were put on disciplinary probation for the following term. All members of the team were required to complete educational programming and perform community service.</p>	
Eta Phi Tau Sorority	May 5, 2017	<p><u>Description</u> During February and March 2017, potential new members of the sorority :</p> <ul style="list-style-type: none"> • Were driven in a car while blindfolded to an area on campus and then were instructed to walk along a campus path while still blindfolded. • “Bobbed” for onions. • Performed personal tasks for current sorority members. • Performed embarrassing activities including wearing unusual clothing and makeup, and participating in “Truth or Dare” questioning. • Received verbal abuse while participating in new member activities. <p><u>Findings</u> Interviews with potential new and current members of the sorority confirmed that the listed activities did take place as part of the new member process. As a result, it was determined the sorority violated the university’s antihazing policy.</p> <p><u>Penalties</u> The sorority was placed on one year suspension. All members were required to perform community service and complete educational programming.</p>	July 14, 2017
Omicron Pi Epsilon Sorority	May 5, 2017	<p><u>Description</u> During February and March 2017, potential new members of the sorority:</p> <ul style="list-style-type: none"> • Performed personal tasks for current sorority members. • Wore costumes while conducting a scavenger hunt. • Had to take bites of apples and onions. • Performed calisthenics during “Exercise Hour”. • Performed various late night activities and stayed up all night once during “Hell Week”. 	July 19, 2017

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		<ul style="list-style-type: none">• Received verbal abuse while participating in new member activities. <p><u>Findings</u> Interviews with potential new and current members of the sorority confirmed that the listed activities did take place as part of the new member process. As a result, it was determined the sorority violated the university's antihazing policy.</p> <p><u>Penalties</u> The sorority was placed on one year suspension. All members were required to complete educational programming.</p>	
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