

Muskingum University Anti-Hazing Policy

In support of Ohio state law and Muskingum's guiding principles, Muskingum University is opposed to any and all forms of hazing, whether or not consent is given, under whatever name or form it may occur. Decisive action will be taken to prevent it. Any organization chartered or sanctioned by Muskingum University may have its right to function revoked if it is found responsible for a violation of the Organization Code of Conduct. Similarly, an individual found responsible of a violation under this Code may be separated from the University.

The State of Ohio's Hazing Law is set forth in Section 2307.44 of the Ohio Revised Code. Any person who is subjected to hazing, as defined in division (A) of Section 2903.31 of the Revised Code, may commence a civil action for injury or damages, including mental and physical pain and suffering that result from the hazing. Section 2903.31 (A): As used in this section, "hazing" means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person.

Muskingum University recognizes that membership in co-curricular activities can significantly enhance the learning and growth experiences of students. In accordance with state and federal laws, the university adamantly prohibits any form of hazing by groups, organizations or individuals. All member orientation and initiation activities are expected to be unquestionable in their purpose and intention.

A group is defined as a number of persons who are associated with the University and each other, but who have not registered, or are not required to register, as a student organization (e.g. athletic teams, musical or theatre ensembles, academic or administrative units).

An organization is defined as number of persons who are associated with each other and who have registered with the University as a student organization under the Student Life Office policies for recognized student organization.

Individuals are defined as any student who directly/indirectly partake in prohibited act by encouraging, witnessing, or condoning the act in any manner. All students are encouraged to take action when witnessing inappropriate behavior.

Definition

A violation of this policy will include any knowing, intentional or reckless act or behavior for the purpose of being initiated into, affiliating with, holding office in or maintaining membership in any group or organization, whether such behavior is on

campus or off campus, or by one person or in concert with others, which, regardless of willingness of the participants:

1. Produces or is reasonably likely to produce mental or bodily harm (including, but not limited to, stress, intimidation, ridicule, fear of ostracism, or otherwise compromises the inherent dignity of an individual);
2. Compels an individual to participate in any activity which is unlawful and/or contrary to the rules, policies and regulations of the University; or
3. Will, unreasonably or unusually, impair an individual's academic efforts.

Behavioral Concerns

As an aid to the organizations and groups on our campus, the following illustrative, but not exhaustive list of "traditional" new member activities are deemed to be inappropriate by Muskingum University [and may well be illegal]. If you are uncertain, you should not engage in the activity without consulting in advance with the Director of Greek Life or the Dean of Students:

- a. Paddling in any form, shoving or otherwise striking individuals, or corporal punishment of any kind, or creating a fear of similar behavior;
- b. Compelling physically demanding activity of any kind including, but not limited to, calisthenics, running, or other types of required strenuous activity;
- c. Compelling an individual to be shaved, branded, tattooed, pierced, etc.;
- d. Compelling physical acts, such as walking backwards or confinement in a small space, which create the potential for physical or mental injury;
- e. Compelling individuals to engage in sexual behaviors, sexual or racial harassment or slurs, or exhibitionism;
- f. "Line-ups" in which new members are verbally harassed, intimidated, or abused;
- g. Compelling an individual to engage in acts of personal servitude;
- h. Compelling an individual to forego opportunity for sufficient sleep, consumption of decent edible meals or access to or use of personal hygiene;
- i. Excluding an individual from social contact for prolonged periods of time;
- j. Compelling individuals to consume alcohol or drugs or any other substances (e.g. undue amounts or odd preparations of food or drink);
- k. Having substances thrown at, poured on or otherwise applied to the bodies of individuals;
- l. Compelling individuals to wear or carry unusual, uncomfortable, degrading/ provocative or physically burdensome articles or apparel; or causing an individual to be indecently exposed or exposed to the elements (Note - The wearing of small pledge pins or small ribbons is allowed, however, any non-apparel items worn with the intent or effect of degradation, humiliation, or bringing undue attention to a new member is not permitted);
- m. Compelling individuals to participate in pranks or scavenger hunts (Note—Scavenger Hunts may only be permitted upon prior written approval of the Dean of Students or their designee. Scavenger hunt items must be approved at least two weeks in advance and any lewd or inappropriate items will not be permitted. Furthermore, scavenger hunts

will not be permissible at any time in the residential facilities, academic buildings, or during academic hours);

n. Engaging in activities which impair an individual's academic efforts by causing exhaustion, loss of sleep or reasonable study time, or by preventing an individual from attending class (e.g., late night or early morning house duties);

o. Transporting individuals against their will, abandoning individuals at distant locations, or conducting any "kidnap," "ditch" or "road trip" that may in any way endanger or compromise the health, safety or comfort of any individual;

Applicability of Community Standards

The terms and concepts cited in this policy will be interpreted by University boards or officials in relation to acceptable and applicable community standards.

Accountability Expectation

All membership-related activities must be approved by the president, chair or leader of the group and the adviser to the group prior to the activity. The activity must not interfere with the rights and activities of others and will reflect the best interests of the members of the organization it represents as well as the University community as a whole.

Enforcement

The president, chair or leader of each group or student organization is responsible for informing the members (new members, associate members, initiated members, affiliates, etc.) of the organization of the policy regarding hazing. The policy shall be read and distributed to each member of the organization during the first meeting of each semester.

The president, chair or leader of each group or student organization is responsible for informing guests and alumni members of this policy and is additionally responsible for controlling the actions of guests and alumni members relative to this policy.

Officers of organizations violating hazing policies may be held individually, jointly, and severally responsible for the group's actions, in addition to whatever organization accountability may be established.

It is the responsibility of any and all individuals who have firsthand knowledge of the planning or actual occurrence of a hazing activity to promptly report said knowledge to the Student Life Office.

Reports of Violations

If alumni, active, new member, or a community member of Muskingum University reports a concern of hazing, it will be investigated by University Police and/or Dean of Students or designee. Organizations that are being accused may be placed on interim suspension until the hazing investigation or hearing is conducted. Interim suspension

means that all organization's operations will cease and organizations may be asked to vacate their designated housing area on campus.