



Hazing Policy

Category: Student Affairs

Responsible Office: Dean of Students

Responsible Administrator: Provost and Vice President of Academic and Student Affairs

Date Established: 07/21/2025

Date Effective: 09/15/2025

Date Last Revised: 09/08/2025

Date Posted to Library: September 2025

POLICY SUMMARY

This policy defines hazing and outlines the procedures for reporting and addressing hazing should it occur.

POLICY

Policy Statement

San Francisco Bay University ("SFBU" or "University") is committed to providing a safe and healthy campus environment. Under The Stop Campus Hazing Act, Pub.L. No. 118-173, 20 USCA § 1092, all forms of hazing are prohibited. San Francisco Bay University adheres to this national policy.

Applicability

This policy applies to all students, student organizations, faculty, staff, and individuals related to the organization.

Procedure

General

Hazing is not permitted as part of the experience of being any of the following (including, but not limited to): a student, a member/potential member of an organization, an advisor, an athlete, a volunteer, or a person otherwise affiliated with the San Francisco Bay University community.

In addition to students, University employees, and individuals associated with student organizations (e.g., chapter advisors, alumni, volunteer coaches, etc.) are prohibited from hazing.

Hazing must be reported in a timely manner. Anyone with knowledge of a hazing incident is required to report the incident to the Dean of Students and/or local law enforcement officials.

Hazing Examples

Hazing may include, but is not limited to, the following activities and categories.

1. Endangers the physical health of any person (strike, beat, bruise, or threat of physical violence).
2. Endangers the mental health of any person (including creating unnecessary fatigue).
3. Demeans, disgraces, humiliates, or degrades a person.
4. Interferes substantially with a student's ability to succeed academically.
5. Prohibits freedoms afforded to all other University students.
6. Causes, pressures, coerces, persuades, or requires a person to violate federal, state, or local law and/or SFBU policy.

Prevention and Awareness

SFBU provides a comprehensive campus-wide education program to prevent hazing on campus-owned properties based on research-informed practices. This program includes mandatory training for all incoming students, training for faculty and staff, and communication across campus. Additionally, annual programming will occur During National Hazing Prevention Week.

Reporting

In an emergency or any situation where there is immediate danger, call 911.

To report concerns about hazing that does not pose an immediate danger to anyone, a reporter can:

- Submit an anonymous **report**
- Visit the Dean of Students' Office

Regardless of where a report is submitted, University partners will share information and collaborate to gather more details, investigate the incident, and take measures to stop and prevent further hazing.

Investigation and Adjudication

All hazing reports are referred to Student Conduct for review, per the procedures outlined in the Student Code of Conduct.

Members of the University community who violate this policy may be subject to discipline, up to and including discharge (in the case of an employee) or expulsion (in the case of a student).

Annual Security Report and Campus Hazing Transparency Report

Hazing incidents reported to campus security authorities are reported in the Annual Security Report. SFBU also compiles and publicly publishes a Campus Hazing Transparency Report online annually.

Definitions

Hazing

As defined in the Stop Campus Hazing Act, 20 U.S.C.A. § 1092, hazing is 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 with, or the maintenance of membership in, a student organization; and “(II) 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

A group whose membership consists of students enrolled at the University, either approved by the Dean of Students or affiliated with an academic department or administrative unit.

Individual related to the Organization

A person who is connected to SFBU and/or a student organization, regardless of whether they have a formal membership role or title. Examples may include, but are not limited to, officer, member, new member, prospective member, advisor, volunteer, coach, alumnus, or guest.

Responsibility

- **Individual Self-Reporting**

Individuals who are victims of hazing, or are aware of hazing, and who truthfully report the activities shall not be individually charged with a violation of this University policy.

Retaliation in any manner against an individual who reports hazing, an individual who was hazed, or an individual who participates in a hazing investigation is a violation of the Policy on Prohibited Discrimination, Harassment, and Retaliation and will be addressed through the Student Conduct process.

Making an intentionally false accusation of hazing is a violation of the Student Code of Conduct and will also be addressed through the Student Conduct process.

- **Organization Self-Reporting**

In a situation where the leadership of an organization learns of hazing in their group, they have a duty to report and are required to report the behavior to Student Conduct immediately. The organization must disclose any actions taken by the organization to address the behavior. Such actions are taken into consideration by the appropriate decision-making body when determining what, if any, sanction(s) should apply.

RELATED INFORMATION

SFBU Student Handbook
Clery Act Compliance Policy
Policy on Prohibited Discrimination, Harassment, and Retaliation

CONTACT INFORMATION

Dean of Students
announcement-dos@sfbu.edu

REVISION HISTORY

07/25/2025 - policy edited
07/21/2025 - policy put on standard template and updated

Next Review Date

July 2028

APPROVAL

09/09/2025 - President
09/08/2025 - University Policy Committee

APPENDICES

None