

1.29 PREVENTION OF HAZING

Saint Louis University Hazing Prevention Policy

1.0 Policy Statement

The purpose of this policy is to set forth Saint Louis University's approach to preventing, reporting, and responding to Hazing and to ensure compliance with applicable State and Federal laws. Hazing is a crime in the State of Missouri and is prohibited at Saint Louis University, in accordance with this policy and the University's Community Standards.

Saint Louis University is committed to the preservation of personal dignity and is committed to maintaining an environment that is safe and respectful where students can engage in academic, extracurricular, and social activities free from Hazing.

2.0 Covered Parties

This Policy applies to all members of the Saint Louis University community, including but not limited to students, staff, faculty, members of student groups or organizations, athletic teams, volunteers, and affiliates.

3.0 Definitions

Hazing: Hazing is defined as any deliberate, knowing, or reckless action taken by one or more students against another person or group of people, regardless of whether those being targeted agree to participate. Hazing (i) occurs as part of joining, affiliating with, or maintaining membership in any group or student organization, and (ii) causes or creates a risk of physical or psychological harm that exceeds the normal risks associated with University and organizational participation (i.e. standard physical training for participation in an athletic team).

Non-exclusive examples of hazing include, but is not limited to, physical violence such as whipping, striking, electronic shocking, applying harmful substances to the body, or similar actions; forcing or pressuring someone to endure sleep deprivation, exposure to the elements, confinement in a small space, excessive physical exercise, or comparable activities; pressuring someone to consume food, beverages, alcohol, drugs or other substances; causing, coercing, or otherwise inducing another person to perform sexual acts; creating reasonable fear of physical harm through threatening language or behaviors; any conduct that violates local, state, or federal criminal law; and requiring someone to perform tasks or duties that involve institutional policy violations and/or duties that involve criminal violations of local, state, or federal law.

Failure by a group or organization's leadership structure to intervene, prevent, discourage, or report hazing activities of which they are aware, or should reasonably be aware, will also be considered a violation of this policy.

This definition encompasses both the Missouri and federal law definitions of Hazing.

Hazing Violation: When a Covered Party or Student Organization is found to have committed Hazing.

Student Organization: Student organizations are groups of two or more members of students enrolled at Saint Louis University, whether or not the organization is established or recognized by the University. This includes organizations registered with the Student Involvement Center, as well as student organizations that are not registered by the

Student Involvement Center, student groups, student teams, student organizations that are permitted by the institution to use its name or facilities, or are known by the University to exist as an unaffiliated student group. Student Organizations at Saint Louis University include, but are not limited to, SLU athletics teams, which includes varsity athletics and club sports programs and teams, fraternities, sororities, and student government, as examples.

4.0 Hazing Policy

4.1 Hazing

Saint Louis University encourages a living and learning environment that promotes the health and safety of all members of the University community. Students and community members should not be subject to hazing in connection with their initiation in, affiliation with, or participation or membership in any group, club, opportunity, or student organization. Saint Louis University prohibits all forms of Hazing and Hazing is also prohibited by Missouri and federal law. No Covered Parties shall engage in Hazing or be a participant in Hazing.

4.2 Reporting Requirements

If a member of the Saint Louis University community is aware that a student is being hazed, is directed to haze someone, witnesses an act of hazing, or they are made aware of hazing at or within the Saint Louis University community, they are required to report it to the University.

4.3 Process for Reporting Hazing

The following are procedures to report Emergency Hazing and Non-Emergency Hazing.

A. Emergency Reporting

If the hazing is life threatening, dangerous, violent, or otherwise poses risk of harm, immediately contact the Saint Louis University Department of Public Safety (DPS) at (314) 977-3000 or call 911 for local law enforcement if you are off campus. After contacting SLU DPS or local law enforcement, a report must be submitted to the University using the Community Standards Violation Report Form (https://cm.maxient.com/reportingform.php?SaintLouisUniv&layout_id=7) or the confidential report via the University's Office of Compliance and Ethics (<https://www.slu.edu/compliance-ethics/hotline.php>).

B. Non-Emergency Reporting

For Hazing that does not constitute an emergency, please submit a report using the Community Standards Violation Report Form (https://cm.maxient.com/reportingform.php?SaintLouisUniv&layout_id=7) or the confidential SLU Integrity Hotline via the University's Office of Compliance and Ethics (<https://www.slu.edu/compliance-ethics/hotline.php>). All reports, whether submitted via the Community Standards Violation Report Form or the SLU Integrity Hotline, can be made anonymously.

4.4 Investigations

The University offices or officers responsible for investigating allegations of Hazing depends upon the individual or individuals involved, and whether they are students, staff, faculty, or other Saint Louis University community members. In general, the University department or office responsible for Disciplinary Actions is the office responsible for the investigation and resolution of the Hazing, and they follow the investigation procedures established in their office.

A. Hazing Involving Students

For incidents involving students, the Office of Student Responsibility and Community standards, or designee, will investigate in accordance with the Student Handbook, Section 2.8.4.

B. Hazing Involving Staff

For incidents of Hazing involving staff, Saint Louis University's Human Resources will be apprised of the allegations and will investigate the incident(s) in accordance with the Employee Handbook.

have occurred. The report will be published on a Saint Louis University website with coordination by Saint Louis University's Department of Public Safety.

C. Hazing Involving Faculty

For incidents of hazing involving faculty, the Office of the Provost is responsible for investigation and resolution in accordance with the Faculty Manual.

4.5 Disciplinary Actions and/or Process**A. Students and Student Organizations**

Students and/or Student Organizations found responsible for Hazing may face disciplinary sanctions under the University's Community Standards, and may also face possible criminal charges under Missouri or federal law. Sanctions may be implemented by multiple departments within the University, depending on the nature and scope of the violation.

Sanctions may include, but are not limited to: (i) disciplinary status such as probation, suspension, expulsion from the University; (ii) referral for criminal prosecution, where applicable, and; (iii) in the case of Student Organizations established and/or recognized by the University, including athletic teams and club sports, suspension or loss of University recognition or privileges.

In determining the appropriate sanctions, the decision maker may consider the following factors:

- The nature and violence of the conduct at issue;
- The impact of the conduct upon a student or party;
- The impact or implications of the conduct on the community or the University;
- Prior misconduct by the accused party, including the accused party's relevant prior disciplinary history;
- Whether the accused party has accepted responsibility for the conduct;
- The maintenance of a safe and respectful environment conducive to learning;
- The protection of the University community, and;
- Any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate resolution in the matter.

A determination of responsibility will be made following a formal hearing in which the accused party will be invited to participate. The preponderance of the evidence standard will be used to determine whether a Student or Student Organization is or is not responsible for violating this policy. Formal hearings for Students and Student Organizations will be conducted in accordance with Section 2.8.3 of the Student Handbook.

B. Faculty, Staff, or Other Workforce Members Not Otherwise Identified

Individuals who fail to comply with this policy and the procedures associated with it may be subject to disciplinary actions guided by the University's Staff Performance Management Policy or SLU Faculty Manual (St. Louis Campus). Non-compliance with this policy may result in disciplinary action, up to and including separation from the University

5.0 Publishing Incidents of Hazing

Saint Louis University will publish findings of Hazing Violations committed by an established or recognized Student Organization in a Campus Hazing Transparency Report starting on December 23, 2025, for the period beginning July 1, 2025, and updated bi-annually thereafter. Bi-annual updates will be made on the report when new Hazing Violations