

50.6 Policy on Hazing

Approval Authority: Cabinet
Responsible Officer: Vice President for Enrollment Management and Student Affairs;
Responsible Office: Division of Enrollment Management and Student Affairs
Effective Date: December 15, 2021

I. Purpose of this Policy

The Trustees of the Stevens Institute of Technology (“Stevens” or the “University”) is committed to providing an environment free from hazing. Consistent with the University’s obligations under New Jersey Law (as modified from time to time, “NJ Law”)¹, this Policy reflects Stevens’ zero-tolerance for hazing, clarifies the types of conduct that constitute hazing under this Policy and relevant law, explains how Stevens will enforce the Policy, including providing mandatory training and appropriate penalties for violations, and explains how to report alleged violations of the Policy. All capitalized terms used in this Policy without definition are defined in Section VIII.

II. Policy Statement

- A. Hazing in all its forms by any member of the Stevens community or Organization is strictly prohibited by this Policy. Stevens defines hazing as (i) any action taken or situation created by an individual or Organization to produce mental or physical discomfort, embarrassment, harassment, or ridicule in connection with the initiation of applicants to or members of an Organization, (ii) any requirement, suggestion, expectation or tradition that an applicant or member consume any amount of drugs, alcohol or non-food item or any unusual amount of any other substance, or otherwise take (or refrain from taking) any action which might present an unusual or excessive risk to the applicant or member including without limitation, blindfolded activities and travel. Under this Policy, hazing includes but is not limited to all behavior prohibited under NJ Law as summarized below.
- B. Under NJ Law, a person will be guilty of hazing if their conduct is in connection with initiation of applicants to or members of a student or fraternal Organization and the person knowingly or recklessly:
 - i. Causes, coerces or otherwise induces another person to commit an act that violates federal or state criminal law;
 - ii. Causes, coerces or otherwise induces another person to consume any food, liquid, alcoholic liquid, drug or other substance which subjects the person to a risk of emotional or physical harm or is otherwise deleterious to the person’s health;
 - iii. Subjects another person to abuse, mistreatment, harassment or degradation (i) of a physical nature including, without limitation, whipping, beating,

¹ N.J. STAT. ANN. § 18A:3-27.1-27.4, 2C:40-3-4 (West 2022).

- branding, excessive calisthenics, or exposure to the elements or (ii) of a mental or emotional nature including, without limitation, activities adversely affecting the mental or emotional health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment or (iii) of a sexual nature, or
- iv. Subjects another person to any other activity that creates a reasonable likelihood of bodily injury to the person.
- C. This Policy sets forth expectations for all members of the Stevens community, all Organizations and for non-community members visiting the Stevens campus or participating in Stevens' programs. It applies to conduct that occurs on Stevens' campus including, without limitation, all fraternity and sorority activities and residences and facilities (regardless of whether such residences or other facilities are owned or operated by Stevens), and to all programs and activities sponsored by Stevens, even if such program or activity takes place off-campus.
- D. Any reasonable and customary athletic, law enforcement, or military training, contests, competitions, or events organized by the University shall not be considered hazing.
- E. Stevens' Student Life (undergraduate and graduate) and Athletics departments will provide information and mandatory training on this Policy to students each year. Each student is obligated to complete this training and to cooperate in all respects with Stevens' efforts to prevent hazing in accordance with this Policy.

III. Reporting a Hazing Violation

Given the potential seriousness of the risks presented by hazing, each member of the Stevens community (i.e., faculty, staff and students) and each Organization is obligated by this Policy to (a) report any known or suspected violation of this Policy to Stevens as soon as possible and (b) immediately report any emergency situation involving hazing to Campus Police.

In addition, any alumni, parent or other individual (whether or not directly connected with Stevens) may report a known or suspected violation of this Policy.

Reports under this Policy shall be directed to the Vice President for Enrollment Management and Student Affairs, the Vice President for Human Resources or the Director of Community Standards and Title IX Coordinator in the Office of Student Affairs. In addition, reports may be submitted through Stevens' EthicsPoint hotline on an identified or anonymous basis at (855) 277-4065 or on the EthicsPoint website <https://secure.ethicspoint.com/domain/media/en/gui/31028/index.html>.

Prompt reporting of hazing to Stevens and/or Campus Police will be considered by Stevens as a mitigating fact in any disciplinary process involving the reporter, and may be relevant under NJ Law to mitigate the likelihood of criminal prosecution for certain drug crimes.

Failure by any member of the University community or Organization to provide a timely report of suspected hazing may result in discipline and other consequences, including potential dismissal from University employment or expulsion.

IV. Enforcement of this Policy

- A. Disciplinary Measures. Students, employees and Organizations who violate this Policy are subject to University disciplinary actions up to and including expulsion, termination or suspension. Any penalty imposed under this section shall be in addition to a penalty imposed for a violation of any other Stevens rule to which the violator may be subject. Disciplinary actions may include, without limitation, one or more of the following which may be imposed on an individual(s) or Organization or both:
- i. The imposition of fines
 - ii. The withholding of diplomas or transcripts pending compliance with the rules or payment of fines;
 - iii. The rescission of permission for an Organization to operate on campus or to otherwise operate under the sanction or recognition of Stevens; and
 - iv. The imposition of probation, suspension, dismissal, or expulsion.

Disciplinary actions taken by Stevens under this Policy do not operate to diminish or replace the penalties available under federal, state and local laws.

- B. Investigation, Conclusion and Appeal. Allegations made under this Policy will be investigated by the Director of Community Standards and Title IX Coordinator in the Office of Student Affairs or the Associate Vice President of Human Resources, in consultation with Stevens Campus Police and the Office of General Counsel. Where the conduct under investigation constitutes a potential crime, Stevens Campus Police will forward all relevant information to appropriate law enforcement agencies, which may commence a concurrent investigation. The “preponderance of the evidence” standard will be used by Stevens in generating findings. Where a violation of this Policy is determined to have occurred, the University, via appropriate administrators, will impose disciplinary sanctions as described in this Policy. If the individual or Organization party to such investigation is dissatisfied with the findings and sanctions, the findings and sanctions may be appealed by the individual or Organization within 10 business days to the Vice President for Enrollment Management and Student Affairs or the Vice President for Human Resources, whose decision shall be final. The limited grounds for appeal are as follows: (1) new evidence is available that could affect the investigation but was unavailable at the time of the investigation; (2) procedural error(s) had a material impact on the fairness of the investigation; and (3) the sanction(s) imposed were grossly disproportionate to the violation committed. Dissatisfaction with the outcome of the investigation is not grounds for appeal.
- C. Interim Measures. The Director of Community Standards and Title IX Coordinator in the Office of Student Affairs or Associate Vice President of Human Resources, in

consultation with Stevens Campus Police and the Office of General Counsel, will review the facts and circumstances of each allegation in deciding whether interim measures, such as changes to an individual or Organization's status or participation in an ongoing event or activity pending the outcome of the investigation, are appropriate. Such changes may include restriction from campus or participation in the event or activity until the allegation has been satisfactorily investigated and resolved.

V. Communication of this Policy

This Policy will be published in Stevens' Policy Library and in the Student Handbook. In addition, a copy of this Policy will be distributed to each Organization at Stevens each academic year.

VI. Annual Hazing Report

Stevens will maintain a report including information on all violations of this Policy and federal and State laws relating to Hazing which are reported to Stevens. This information will be retained by Stevens for five years. No report will include the personal identifying information of any individual.

Stevens will post to its public-facing website and announce to its community an annual report containing information on reported violations of this Policy twice each year as of January 1 and August 1. This report will (a) include information for the current year and four prior years (i.e., 5 years in total)² and (b) include the date an individual or Organization was charged with a violation of law or this Policy and a general description of the violation, any investigation, findings, and penalties imposed by Stevens, and the date on which the matter was resolved.

VII. Biennial Review

The Division of Enrollment Management and Student Affairs will review this Policy and Stevens' overall hazing prevention program biennially to determine the program's effectiveness, implement necessary changes, and ensure that sanctions provided by the program are consistently enforced.

² The first report, which will be published as of August 1, 2022, will include information concerning violations which have been reported to Stevens for the five years prior to January 1, 2022 to the extent Stevens has such information.

VIII. Definitions

- A. **Organization.** A fraternity, sorority, athletic team, association, corporation, order, society, corps, club or service, social or similar group, whose members are primarily minors, students, or alumni of the organization or Stevens; or a national or international organization with which such a group is affiliated.
- B. **Student.** An individual who attends or has applied to attend or has been admitted to Stevens.