

Hazing Policy:

Culver-Stockton College (C-SC) is committed to providing a safe, respectful, and inclusive environment for all students. Although often associated with fraternities and sororities, the Culver-Stockton College anti-hazing policy applies to all college organizations and groups, regardless of whether the organization is established or officially recognized by C-SC. In alignment with federal and state laws, including the Stop Campus Hazing Act and Missouri's anti-hazing statutes, this policy and law prohibits and applies to any form of hazing in connection with student organizations, athletics, clubs, intramural teams, band, staff, employees, alumni, all fine arts groups, any campus-affiliated group or activity on or off campus. The College is committed to the rights and welfare of its individual students; therefore, students who violate the anti-hazing policy are subject to the maximum penalty of expulsion from the college.

Definition of Hazing:

Hazing is defined as any intentional, knowing, or reckless act committed against another person, in the course of initiation into or affiliation with a student organization, that endangers physical or mental health or produces emotional distress—and that creates more than the “reasonable risk encountered” in normal participation. This includes but not limited to any mental, physical, or sexual requirement, request, or obligation placed on any person, on or off campus, that causes discomfort, pain, fright, disgrace, injury, or that is personally degrading, or that violates any federal, state, local statute, or college policy.

Subtle Hazing:

Subtle hazing refers to types of hazing that are often not recognized as harmful behaviors but happen far more frequently. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place new members on the receiving end of ridicule, embarrassment, and/or humiliation tactics. New members often feel the need to endure subtle hazing to feel like part of the group or team.

Consent is not a defense to hazing (just because they agreed to do it doesn't mean it's not considered hazing).

Examples of Hazing Activities and Subtle Hazing may include but are not limited to.

- Requiring any form of physically demanding activity (e.g. calisthenics, sit-ups, push up, or runs).

- Forcing, requiring or endorsing consumption of alcoholic beverages or other drugs (implied or overtly).
- Requiring the consumption of undesirable substances (e.g. spoiled food, unusual food combinations, and noxious fluids).
- Scavenger hunts, treasure hunts, road trips, or any other such activities when not done for information gathering purposes consistent with educational purposes of the organization. "Kidnaps" and "drop-offs" are not permitted.
- Morally degrading and humiliating activities (e.g. requiring pledges (new members) to scrub floors or toilets with toothbrushes or to be indecently exposed).
- Sleep deprivation.
- Assigning or endorsing pranks such as borrowing or stealing items, painting other's property or objects, chapter raids, or harassing other groups including vandalism.
- Endangerment, any activity where there is a potential for danger (e.g. tying of arms and legs, blindfolding, exchange of body fluids, exposing pledges to uncomfortable or dangerous environments, etc.).
- Requiring pledges (new members) to wear apparel that is conspicuous and/or not normally considered in good taste.
- Deception and/or threats told to convince the pledge (new member) he or she won't be able to join the organization or group.
- Any action which could be perceived as inflicting physical abuse/harm to an individual (e.g. paddling, punching, kicking, pinching, application of foreign substances, burning, blowing smoke in eyes, induced vomiting, denial of food or water, etc.).
- Threats to life or threats of harm to life for attempting to report hazing or to those members who choose to de-pledge.
- Psychological intimidation, bullying, or harassment
- Forced exclusion from social contact
- Coerced violations of laws or college policy

This list does not cover all activities and actions that may be and are considered hazing. If you have any questions whether a specific action is hazing or would like clarification of any of these items, please contact the Dean of Student Life or campus safety.

Reporting Hazing:

Anyone who witnesses or suspects hazing is expected to report it promptly via one of these channels:

- **Campus Safety Office 573 288-6300**
- **Dean of Student Life 573 288-6334**
- **Anonymous Reporting:** [Silent Witness Form](#)
- **Responsible employees**—which are defined as college employees who have the authority and duty to report incidents of hazing.
- **Local Law Enforcement** (if immediate danger exists)

Amnesty for Reporting

Students who report hazing in good faith may not face disciplinary action by the College for minor violations of college policy (e.g., underage drinking) connected to their report. The college encourages students to seek help when there is an alcohol, drug related medical emergency or perception of any type of hazing. To encourage such action, disciplinary action may not be taken if campus staff or local emergency services are contacted for assistance. Amnesty applies to the person in need of assistance and to those who seek the assistance. Amnesty may be granted only after the persons involved meet with the Dean of Student Life or her/his designee to discuss the incident. Other consequences – education, treatment, parental notification – may be required.

The student(s) may be held responsible for any other policy violations (i.e., vandalism, property damage, violence, etc.). In addition to the student(s) involved with the event, the student organization responsible for hosting the event could be held responsible for other policy violations. The Dean of Student Life reserves the right to deny amnesty requests from students or a student organization seeking amnesty or those who continually engage in the act of hazing (reported and or confirmed). If the individual who calls for help is doing so on behalf of a student organization that hosted the precipitating event, this act of seeking help will serve as a mitigating factor in determining outcomes for the organization. The College's commitment to amnesty does not prevent action by law enforcement.

Further, under Missouri's anti-hazing statute, an individual shall not be guilty of the offense of hazing if they can establish:

- (1) That they were present at an event where, as a result of hazing, a person appeared in need of immediate medical assistance;
- (2) That they were the first person to call 911 or campus security to report the need for immediate medical assistance;

- (3) That they provided relevant information such as the address where the immediate medical assistance was needed and a description of the medical issue ; and
- (4) That they remained at the scene with the victim in need of immediate medical assistance until either medical assistance, law enforcement, or campus security arrived and they cooperated with such personnel on the scene.

Investigation and Response

All reports will be investigated impartially and promptly. Possible sanctions include:

- **Individual sanctions** (warning, probation, suspension, expulsion)
- **Organizational sanctions** (probation, suspension, loss of recognition)

All proceedings follow the Culver-Stockton Student Code Of Conduct.

Education and Prevention

C-SC will employ a comprehensive prevention strategy:

- Mandatory anti-hazing training for Campus Safety Authorities (CSA's)
- Ongoing resources and workshops provided by the Office of Student Life and Campus Safety

C-SC will publish an annual summary of hazing incidents and prevention efforts as required by law. These statistics can be found in the Annual Security Report (ASR) and the Campus Hazing Transparency Report. The Campus Hazing Transparency Report is a required public document that summarizes hazing incidents, includes the name of the organization, a description of the violation, the institution's findings, any imposed sanctions, and key dates related to the incident. Both of these documents can be found on the main Culver Stockton College website listed under disclosures.
