

*Student Organization Anti-Hazing Policy*

**Article I – Introduction and General Principles**

1. Heritage University clearly establishes that hazing shall not be permitted by Heritage University students or any of its affiliated organizations. The specific University policy concerning the subject of hazing is as follows:
   1. Hazing, harassment and/or intimidation by students or any member of the University community is prohibited. Hazing, harassment or intimidation is defined as the use of physical force or any activity which might be perceived as jeopardizing the physical, moral and/or scholastic well-being of any individual. Hazing, harassment and/or intimidation includes, but is not limited to, any act or activity which causes fear or intimidation, embarrassment or ridicule, humiliation, endangerment, harm, mutilation, duress, defacement and/or destruction of property.
2. The Anti-Hazing Policy has been developed and adopted by the Greek Advisory Committee to further clarify the University’s policy against hazing and to guide the actions of Greek organizations and their members to assure that hazing does not occur. Heritage University believes there is value in all student clubs/organizations receiving and complying with this policy as well. This document is based on the following principles to which all student clubs/organizations, their members, new members, alumni, and advisors are expected to comply:
3. Hazing in any form is not allowed at Heritage University.
4. All Heritage University students are expected to conform to all local, state, and federal hazing laws and all duly constituted University regulation(s).
5. Washington State Hazing Laws
   * + 1. Section 28B.10.900. “Hazing” defined

As used in RCW 28B.10.901 and 28B.10.902, “hazing” includes any method of initiation into a student organization or living group, or any pastime or amusement engaged in with respect to such an organization or living group that causes, or is likely to cause, bodily danger or physical harm, or serious mental or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in this state. “Hazing” does not include customary athletic events or other similar contests or competitions.

* + - 1. Section 28B.10.901. Hazing prohibited — Penalty

1. No student, or other person in attendance at any public or private institution of higher education, or any other postsecondary educational institution, may conspire to engage in hazing or participate in hazing of another.
2. A violation of this section is a misdemeanor, punishable as provided under RCW 9A.20.021.
3. Any organization, association, or student living group that knowingly permits hazing is strictly liable for harm caused to persons or property resulting from hazing. If the organization, association, or student living group is a corporation whether for profit or nonprofit, the individual directors of the corporation may be held individually liable for damages.
   * + 1. Section 28B.10.902. Participating in or permitting hazing — Loss of state-funded grants or awards — Loss of official recognition or control — Rules
4. A person who participates in the hazing of another shall forfeit any entitlement to state-funded grants, scholarships, or awards for a period of time determined by the institution of higher education.
5. Any organization, association, or student living group that knowingly permits hazing to be conducted by its members or by others subject to its direction or control shall be deprived of any official recognition or approval granted by a public institution of higher education.
6. The public institutions of higher education shall adopt rules to implement this section.
7. Persons who desire to associate with student clubs/organizations through potential membership or active membership should be allowed to do so without being subjected to intentional, malicious and undue mental and/or physical discomfort, humiliation, harassment, ridicule, or fatigue; without interference to their scholastic commitments; and without intentional exposure to physical or mental harm.
8. The privileges of membership in a student club/organization at Heritage University are gained through the fulfillment of established, well-planned education and initiation requirements and not through abuse, menial tasks, or harassment.

**Article II – Policy Requirements**

The following requirements of this policy are consistent with the principles previously stated, and are to be adhered to by student clubs/organizations and individuals affiliated with Heritage University. These requirements are not intended to be inclusive, but are to be used in conjunction with established laws in judging whether actions of individuals or student clubs/organizations are in accordance with the policy prohibiting all forms of hazing. Any violation of this policy will be deemed hazing, and violators shall be subject to disciplinary action.

1. No forced/ required road trips, kidnaps, ditches of a new member or current member.
2. No acts of personal servitude.
3. No mandated activities involving new members or current members may occur between the hours of 12:01 a.m. and 6:00 a.m.
4. No activities shall be sponsored, required, or otherwise encouraged, which will intentionally endanger the safety of new members or current members.
5. No malicious or offensive contact, forced calisthenics, or any other form of abusive or excessive physical, psychological, or mental action shall be permitted.
6. No controlled substances (drugs, alcohol, etc.) will be provided for, suggested to, or forced upon any new members or current members at any time or place.
7. Pre-initiation and initiation activities must conform to all of the standards included in this policy

**Article III – Implementation and Adherence**

1. Every semester, each member is required to read and sign their name to a hazing agreement form which signifies that they have read and understand the contents of this policy.
2. A hazing agreement form must be completed by all members in order to be a considered an active organization at Heritage University.

**Article IV – Behavioral Examples of Hazing**

May include but are not limited to:

1. Forced road trips, kidnaps, sneaks
2. Requiring unusual dress or dress not appropriate for the occasion
3. Any form of forced physical activities or exercise, whether extreme or not
4. Forced consumption of any food or beverage
5. Paddling, swats, or any other form of striking, beating, or hitting
6. Addressing new members by a phrase that implies an inferior status
7. Requiring the memorization of irrelevant information
8. Throwing, applying, or pouring eggs, paint, honey, water, or any other substance onto new members or current members
9. Uncomfortable or inconvenient sleeping arrangements or withholding of sleep
10. New member shows/performances
11. The use of blindfolds
12. Assigning, suggesting, or endorsing pranks such as stealing
13. Allowing another club/organization, or individual members to have control over new members or current members
14. Tests of stamina, courage, bravery, stunts, etc.
15. The use of physical force or any activity which might be perceived as jeopardizing the physical, moral and/or scholastic well-being of any individual

Anti-Hazing Agreement Form

1. I have read and understand Heritage University’s Anti-Hazing Policy.
2. I have read and understand the State of Washington Hazing Law.
3. I have read and understand our Inter/National Organization’s Hazing Policy, if applicable.
4. I verify that this policy will be read to our chapter.
5. I verify that all new members will receive a copy of this policy.
6. I verify that all activities sponsored or required by our organization, in whole or part, comply with this policy.
7. Failure of my organization to uphold these policies, in whole or part, will result in the referral of the organization and individuals involved to Heritage University’s Student Life Department.
8. I commit to not participating in any activity defined as hazing. I will not be hazed, allow others in my chapter or within Heritage University to be hazed and I will report any such activity to the proper Heritage University authorities.

**By signing this form, I agree to abide by the above.**

Club/Organization Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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