

# **Pacific Union College Hazing Policy and Procedures**

## **Anti-Hazing Policy Statement**

Pacific Union College (PUC) is committed to providing a safe, respectful, and Christ-centered learning environment. Hazing is inconsistent with PUC's mission and with applicable federal and state law. Hazing by individuals and student organizations is prohibited in all forms, both on and off campus.

## **1. Scope**

This policy applies to all PUC students, student groups and organizations, athletic teams, employees, volunteers, and third parties when they are acting in connection with PUC programs, activities, or student organizations. It covers conduct occurring on or off campus and in online spaces, when such conduct is connected to a PUC program, activity, or organization.

## **2. Definitions:**

2.1 Hazing: 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:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- 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 including—
  - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
  - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
  - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
  - causing, coercing, or otherwise inducing another person to perform sexual acts;
  - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
  - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.
- 2.2 A student organization is defined as “an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.
- 2.3 Under California law, hazing may include any method of initiation or pre-initiation into a student organization or student body that is likely to cause bodily danger, physical harm, or personal degradation or disgrace, resulting in physical or mental harm to a student or applicant.

### **3. Legal Authority**

This policy is intended to comply with and implement, as applicable:

- The Higher Education Act and the Stop Campus Hazing Act (federal);
- The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act;
- California’s Stop Campus Hazing Act (Education Code sections 66305–66309);
- California Penal Code section 245.6 (“Matt’s Law”);
- Other applicable federal and state laws and regulations.

Nothing in this policy limits PUC’s ability to address behavior under other College policies, such as the Student Code of Conduct, Sex Nondiscrimination and Sexual Harassment Policy (Title IX), or the Staff and Faculty Handbooks.

### **4. Reporting Expectations and Processes**

Supervisors, coaches, student organization advisors, residence hall staff, and other employees who work closely with students are expected to promptly report suspected hazing to Student & Spiritual Life or Campus Safety. Where hazing also implicates other laws or policies (for example, sexual misconduct or child abuse), additional reporting obligations may apply under those policies or state law.

Any person who experiences, witnesses, or becomes aware of possible hazing is strongly encouraged to report it as soon as possible.

Reports may be made to:

- The Office of Student & Spiritual Life
  - [studentlife@puc.edu](mailto:studentlife@puc.edu)
  - 707.965.6413
- Campus Safety (including for after-hours and emergency reports)
  - [dpss@puc.edu](mailto:dpss@puc.edu)

- 707.965.6551
- The Athletics Department when the concern involves an athletics team
  - [athletics@puc.edu](mailto:athletics@puc.edu)
- An online hazing and misconduct reporting form (including an option to report anonymously)

## **5. Initial Triage & Interim Measures**

Upon receiving a report of possible hazing, PUC may implement interim measures to protect individuals and the community. Depending on the circumstances, these may include no-contact directives, changes to housing or team assignments, interim restrictions on activities or events, or interim suspension of an individual or organization where there is an immediate safety concern. PUC will also offer information about available support resources, such as counseling, pastoral care, health services, academic support, and disability accommodations.

## **6. Investigations**

Reports that, if true, would constitute hazing will ordinarily be addressed through the student conduct process or other applicable procedures. An initial assessment will determine whether the report falls under this policy and whether emergency action is needed.

When PUC initiates an investigation:

- Involved individuals will have an opportunity to share information and present relevant evidence and witnesses;
- PUC may coordinate with law enforcement where conduct may also violate criminal law;
- A preponderance of the evidence standard (more likely than not) will be used to determine responsibility; and
- Outcomes and sanctions will be communicated consistent with applicable privacy laws and College procedures.

## **7. Sanctions**

Sanctions for individuals found responsible for hazing may include educational sanctions, restitution, probation, loss of privileges or leadership roles, suspension from participation in organizations or teams, suspension from the College, or expulsion. Employees may be subject to corrective action up to and including termination.

Sanctions for organizations or teams may include warnings, probation, restrictions on events or travel, required education or reform plans, loss of funding, suspension of recognition or competition privileges, or permanent revocation of recognition.

The College will maintain records of sanctions and corrective actions; outcomes for hazing incidents will be summarized in the Campus Hazing Transparency Report without personally identifiable information.

## **8. Education and Prevention**

PUC will maintain a hazing awareness, education, and prevention program that includes:

- Orientation content for all new students addressing hazing, reporting options, and bystander intervention;
- Annual training for student organization officers and athletics team captains;
- Annual training for coaches, advisors, and other key employees;
- Periodic communications to the campus community reinforcing expectations and available resources.

## **9. Transparency and Federal Reporting**

To comply with the Stop Campus Hazing Act and the Jeanne Clery Campus Safety Act amendments, PUC will:

1. **Publish its anti-hazing policy** and reporting procedures on the institution website
2. **Include hazing statistics** in the Annual Security Report (ASR)
3. **Produce and maintain a Campus Hazing Transparency Report (CHTR):** a public log that includes summary information about reported hazing incidents, the organization involved (if any), the nature of the allegation, and the outcome (including sanctions), ensuring **no personally identifiable information (PII)** is released. Deadlines and update frequency will follow federal guidance.

## **10. Retaliation Prohibited**

Retaliation against any individual who reports hazing in good faith, participates in an investigation, or opposes conduct believed in good faith to be hazing is strictly prohibited. Retaliation includes intimidation, threats, harassment, or adverse academic or employment actions that would discourage a reasonable person from reporting or participating. Retaliation is a separate violation of this policy and may result in additional discipline.

## **11. Coordination with Other Policies**

Conduct that may constitute hazing can also violate other College policies, including the Student Code of Conduct, Student-Athlete Handbook, Sex Nondiscrimination and Sexual Harassment Policy (Title IX), Staff Handbook, and Faculty Handbook. PUC may address such conduct under one or more policies and processes as appropriate.

## **12. Roles and Responsibilities**

- Vice President for Student & Spiritual Life – Provides executive oversight of this policy and its implementation.

- Office of Student & Spiritual Life – Manages student conduct processes related to hazing and coordinates prevention education.
- Campus Safety – Receives and documents reports, coordinates emergency response, and supports Clery and CHTR data collection.
- Department of Athletics – Ensures compliance by student-athletes and coaches, and provides team-level education.
- Title IX Office – Coordinates when reported conduct may also constitute sex-based discrimination or sexual harassment.
- Human Resources – Addresses employee misconduct related to hazing under applicable employment policies.
- All students and employees – Share responsibility for fostering a safe community and promptly reporting concerns.

### **13. Policy Review**

This policy should be reviewed at least annually, and sooner if there are significant changes in law or institutional structure. Revisions should be recommended by a multidisciplinary group that includes Student & Spiritual Life, Athletics, Campus Safety, Title IX, Human Resources, and legal counsel, and approved through the College's governance processes.