

**Title: Benedictine University Hazing Policy**

**Date of Issuance: June 4, 2025**

**Departments Responsible: Academic Affairs, Office of Institutional Compliance and Risk Management, Human Resources, Emergency Preparedness**

### Policy Statement

Benedictine University (the "University") prohibits hazing of any kind on or off University property. Any student or group that commits hazing will be subject to University disciplinary action, criminal prosecution and/or civil prosecution.

### Scope

Hazing can happen within a student organization or a sport. It might occur during initiation or pre-initiation but is not limited to these time frames. Permission or approval by a person being hazed is not a defense. Any individual who plans or intentionally assists in hazing activity has engaged in hazing, regardless of whether that individual is present when the hazing activity occurs.

### State and Federal Definitions

#### State of Illinois

**Hazing** - A person commits hazing who knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of this State, for the purpose of induction or admission into any group, organization, or society associated or connected with that institution if: (a) the act is not sanctioned or authorized by that educational institution; and (b) the act results in bodily harm to any person.

*720 IL CS 120/5, Illinois Hazing Act*

#### State of Arizona

**Hazing – "Jack's Law"** - A person commits hazing by intentionally, knowingly or recklessly, for the purpose of pre-initiation activities, pledging, initiating, hold office, admitting or affiliating a minor or student into or with an organization or for the purpose of continuing, reinstating or enhancing a minor's or student's membership or status in an organization, causes, coerces or forces a minor or student to engage in or endure any of the following:

1. Sexual humiliation or brutality, including forced nudity or an act of sexual penetration, or both.
2. Conduct or conditions, including physical or psychological tactics, that are reasonably calculated to cause severe mental distress to the minor or student, including activities that are reasonably calculated to cause the minor or student to harm themselves or others.
3. The consumption of any food, nonalcoholic liquid, alcoholic liquid, drug or other substance that poses a substantial risk of death, physical injury or emotional harm.
4. An act of restraint, confinement a small space or significant sleep deprivation.
5. Conduct or conditions that violate a federal or state criminal law and that pose a substantial risk of death or physical injury.

6. Physical brutality or any other conduct or conditions that pose a substantial risk of death or physical injury, including whipping, beating, paddling, branding, electric shocking, placing harmful substances on the body, excessive exercise or calisthenics or unhealthy exposure to the elements.

*13-1215 "Jack's Law" Arizona Anti-Hazing Law*

### Federal

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), or physical or psychology injury including:
  - Physical abuse
  - Sleep deprivation
  - Substance ingestion
  - Sexual violence
  - Intimidation
  - Criminal conduct

### Applicability

This Policy applies to all students, faculty and staff of Benedictine University.

### Reporting

If hazing has occurred, the individual involved, witnesses present, or third party can report the incident to a [Campus Security Authority](#) (CSA), complete the [Hazing Reporting Form](#), contact Lisle Campus Safety at [campussafety@ben.edu](mailto:campussafety@ben.edu) or 630-829-6122, Mesa Campus Safety at 602-888-5516 or report to the local law enforcement. The information needed to investigate the hazing incident is as follows:

- Reporter Information (The individual reporting can remain anonymous)
- Phone Number (Not Required)
- Email Address (Not Required)
- Local Address (Not Required)
- Date of Incident (REQUIRED)
- Time of Incident (Not Required)
- Location of Incident (REQUIRED)
- Involved Parties (REQUIRED)
- Hazing Incident Behavior(s) (REQUIRED)
- Hazing Details (REQUIRED)

Investigation Process

- A. Within 3 days after receiving the Hazing Report Form, the investigator will send a written acknowledgement of receipt, if individual(s) is/are known, to the University email account.
- B. As soon as possible, but no later than 7 days after acknowledgement of receipt of incident, interviews with parties involved will take place.
- C. During the investigation, if the investigator finds the student organization involved in the hazing incident did violate this Policy, the report will be given to a panel/administrator to determine the sanctions to be imposed to the student organization.
  - a. During the investigation, if the investigator finds the individual students involved in the hazing incident did violate this Policy and the Student Conduct Policy, the report will be given to the Dean of Students to start the Conduct Process.
  - b. During the investigation, if the investigator finds faculty/staff involvement in the hazing incident did violate this Policy and the Workplace Conduct Policy, the report will be given to Human Resources to start the Conduct Process.
- D. Once a decision is made, a written determination regarding responsibility will be sent via email to all parties involved which will include the following:
  - a. Name of student organization involved in hazing incident (Do not include Personally Identifiable Information (PII))
  - b. General description of the violation
  - c. Whether the hazing incident involved the abuse or illegal use of alcohol or drugs
  - d. Key dates of the incident, start of investigation, end of investigation, outcome notification to student organization
  - e. Findings (rationale) for the determination of responsibility
  - f. Sanctions imposed
- E. If in the process of investigating the hazing incident, sexual violence took place, the Title IX Coordinator will be brought in under a separate investigation.
- F. To the extent reasonably possible, the University will keep private the identity of any individual who has made the report of hazing, except as permitted by FERPA, required by law, or as necessary to conduct a hearing or proceeding.
- G. The University is responsible for gathering the relevant evidence sufficient to prove responsibility by a preponderance of the evidence and will complete the investigation within 45 days of the report of hazing.

### Appeal Process

- A. All parties involved have the right to file a written appeal within 3 days after the determination of responsibility is rendered.
- B. Parties may appeal a determination regarding responsibility on the following basis only:
  - a. Procedural irregularity that affected the outcome of the matter;
  - b. New evidence that was not reasonably available at the time the determination regarding responsibility was made, that could affect the outcome of the matter; and
  - c. The investigator or panel/administrator has a conflict of interest or bias for or against either party that affected the outcome of the matter.
- C. Within 7 days after receipt of the appeal, the designated Appellate Officer will review the written statements and will render their decision in a written statement in support of or challenging the responsibility determination. A copy of the Appellate Officer's decision will be sent to all parties.
- D. The decision on appeal is final, sanctions imposed and remedies provided are effective on the date the notice of decision is sent to the parties.
- E. Possible sanctions against the student organization for violation of this policy may include one or more of the following:
  - a. Community service
  - b. Training or online courses
  - c. Suspension of student organization (semester or full academic year)
  - d. Termination of student organization

### Campus Hazing Transparency Report

The University is required to develop a Campus Hazing Transparency Report (the "Report") when the institution has a finding of a hazing violation. This Report disclosure applies only to student organizations established or recognized by the University. It is intended to disclose incidents of hazing for which student organizations have been found responsible for violating the University's policy addressing hazing. The entries concerning any findings must stay in the report for 5 years.

The Report will be published in a prominent location on the public website and the webpage will include the following:

- Statement notifying public of annual availability of hazing statistics
- Information related to institutional policies related to hazing
- Applicable local State laws on hazing
- Information required for the Campus Hazing Transparency Report

The Report must include the following for each incident finding:

- Name of student organization (Do not include Personally Identifiable Information (PII))
- General description of the violation
- Whether hazing involved the abuse or illegal use of alcohol or drugs
- Key dates
  - Incident
  - Start of investigation
  - End of investigation (determination of responsibility)
  - Outcome notification to student organization
- Findings (rationale) for the determination of responsibility
- Sanctions imposed

### Prevention and Awareness Programming

The University is committed to the safety of our students and campus community. In-person and virtual training will be offered to our students, faculty and staff. Both will cover topics such as the Hazing Prevention Framework (StopHazing.org, Allan et al., 2018) which illustrates the interconnectedness of eight components which make up the structure. Those components are commitment, capacity, assessment, planning, evaluation, cultural competence, sustainability, and implementation. In addition, training will include being an empowered bystander and understanding hazing behaviors as seen in the Spectrum of Hazing continuum. This shows the relationship between the frequency of the behaviors and the degree to which they are generally recognized as unacceptable. Applicable Federal and State laws will be covered and how and to whom to report incidents of hazing.

### Annual Security Report Statistics

Starting with the 2026 Annual Security Report, hazing statistics collected during the 2025 calendar year will be reported.

Some important information to note regarding the differences between the Annual Security Report crime statistics and the Campus Hazing Transparency Report.

- Annual Security Report
  - Limited to Clery geography
  - Statistics are for **reports** of hazing
  - A student organization in which two or more of the members are students enrolled at the University, whether the organization is established or recognized by the University or not.
  - Must include policy statements, programming information, and local, State, and Federal laws
  - Published once a year (on or before October 1)
  - Records maintained for seven (7) years.

- Campus Hazing Transparency Report
  - No geographic limits
  - Must include information pertaining to **findings** of hazing violations
  - Only applies to established or recognized student organizations
  - Must include policy statement regarding reporting and investigating allegations of hazing as well as local, State, and Federal laws **and** a notice of availability of hazing statistics and a link to the Annual Security Report
  - Updated twice a year (whether there was a hazing finding or not) on or before December 23 and June 23
  - Records maintained for five (5) years from the publication of each update