



Hazing Prevention & Awareness Program

Campus-Wide Prevention and Education Framework

Responsible Department	Compliance Department
Applies To	Students, Faculty, Staff, Student Organizations, Student-Athletes, Coaches, and Athletics Personnel
Effective Date	August 17th, 2026
Review Cycle	Annual
Related Policy	Crestmont University Hazing Prevention & Prohibition Policy

1. Purpose

Crestmont University (CU) maintains a research-informed, campus-wide Hazing Prevention & Awareness Program designed to prevent hazing before it occurs and to educate students, faculty, and staff about recognizing, preventing, and reporting hazing.

This Program supports the University's Hazing Prevention & Prohibition Policy and establishes the educational activities, primary prevention strategies, responsible departments, implementation practices, and documentation used by CU to promote a safe educational environment free from hazing.

The Program is designed to reach students, faculty, and staff, including individuals who participate in or work with student organizations and athletic programs.

2. Program Objectives

- Increase awareness and understanding of hazing and behaviors that may constitute hazing.

- Educate the University community regarding CU's prohibition against hazing and applicable reporting expectations.

- Promote early recognition and reporting of suspected hazing.

- Develop practical bystander intervention skills.

- Encourage ethical leadership and responsible decision-making.

- Promote healthy group cohesion and alternatives to hazing.

- Reinforce that an individual's willingness to participate does not necessarily prevent conduct from constituting hazing.

- Promote shared responsibility for maintaining a safe University community.

3. Population Served

CU's Hazing Prevention & Awareness Program is designed to reach the campus community, including:

- Students;

- Student-athletes;

Coaches and athletics personnel;
Members and leaders of student organizations; and
Other University personnel with responsibilities related to student activities, safety, reporting, or supervision.

4. Core Educational Content

Understanding and Recognizing Hazing

Educational activities address CU's definition and prohibition of hazing, behaviors that may constitute hazing, the types of student organizations covered by University policy, and warning signs of potentially harmful initiation, affiliation, or membership practices.

Examples may include coercion, humiliation, intimidation, isolation, sleep deprivation, forced physical activity, forced or coerced consumption, unsafe initiation activities, or other conduct that creates a risk of physical or psychological injury.

Reporting Hazing

Participants receive information regarding CU's established reporting channels and are encouraged to report conduct they experience, witness, or become aware of. Individuals do not need to determine whether conduct meets the University's definition of hazing before reporting a concern.

Bystander Intervention

CU promotes bystander intervention strategies that encourage members of the University community to recognize potentially harmful situations and respond safely and appropriately. Depending on the circumstances, appropriate actions may include:

- Refusing to participate in or encourage hazing behavior;
- Discouraging potentially harmful conduct;
- Checking on an individual who may be at risk;
- Seeking assistance from University personnel;
- Reporting suspected hazing; and
- Contacting emergency services when there is an immediate threat to health or safety.

Individuals should not place themselves or others in danger when attempting to intervene.

Ethical Leadership

CU promotes leadership practices based on respect, accountability, inclusion, safety, and responsible decision-making. Leaders of student organizations, athletic teams, and University activities are encouraged to establish clear expectations that hazing will not be tolerated and to support members who raise concerns about unsafe, coercive, humiliating, or harmful practices.

Healthy Group Cohesion

CU encourages student organizations and athletic teams to build belonging, teamwork, and organizational identity without hazing. Healthy alternatives may include mentorship, community service, leadership development, appropriate team-building activities, recognition activities, collaborative projects, and group discussions regarding shared goals and values.



5. Program Delivery

A. Annual Student Orientation

Hazing prevention and awareness education will be incorporated into CU's annual student orientation. The educational content will address:

- CU's definition and prohibition of hazing;
- Examples and warning signs of hazing;
- How and where to report suspected hazing;
- Bystander intervention strategies;
- Ethical leadership and responsible participation;
- Healthy alternatives to hazing and harmful initiation practices;
- Potential University consequences associated with hazing; and
- Available University and community resources.

Students attending orientation may receive a written or electronic hazing prevention resource for future reference.

B. Athletics Education

CU will provide hazing prevention and awareness education to student-athletes, coaches, and appropriate athletics personnel. Athletics education will emphasize healthy team culture, appropriate team-building practices, recognition of hazing, bystander intervention, ethical leadership, reporting, and alternatives for developing team cohesion without hazing.

C. Staff Education

CU will provide hazing prevention and awareness education to faculty and staff through training and/or educational communications. Education will address recognition of potential hazing, appropriate responses to reports or disclosures, University reporting channels, and relevant employee responsibilities under University policy.

D. Campus-Wide Awareness Communications

CU will distribute hazing prevention and awareness information to students, faculty, and staff through University communication channels. Communications may reinforce the definition and prohibition of hazing, warning signs, reporting methods, bystander intervention, healthy group cohesion, and available resources.

6. Primary Prevention Strategy

CU's prevention efforts are intended to prevent hazing before an incident occurs rather than relying solely on disciplinary responses after hazing has taken place. Primary prevention education emphasizes:

- Recognition of potentially harmful group practices;
- Bystander intervention and safe help-seeking;
- Ethical and responsible leadership;
- Respectful organizational and team culture;

Healthy methods of creating belonging and group cohesion;
Early reporting of concerns; and
Shared responsibility for preventing hazing.

7. Reporting and Emergency Response

Individuals who experience, witness, or become aware of suspected hazing are encouraged to report the conduct through the reporting channels established in CU's Hazing Prevention & Prohibition Policy, including the Compliance Department, Student Services, Human Resources when applicable, a Campus Security Authority, the University's online reporting system, or local law enforcement when appropriate.

If an individual is in immediate danger or requires emergency medical assistance, members of the University community should call 911.

8. Roles and Responsibilities

The Compliance Department is responsible for coordinating and overseeing the Hazing Prevention & Awareness Program.

Compliance will collaborate with Student Services, Athletics, Academic Affairs, Human Resources, Campus Security Authorities, and other appropriate University personnel to deliver prevention education to relevant members of the University community. Departments responsible for delivering hazing prevention education will coordinate with Compliance to maintain appropriate documentation of program activities.

9. Documentation and Recordkeeping

CU will maintain documentation demonstrating implementation of the Program. Documentation may include:

- Dates of trainings, orientations, or educational activities;
- The audience receiving the education;
- Training materials, presentations, handouts, and educational resources;
- Attendance, completion, or acknowledgment records when applicable;
- Copies of campus-wide communications and evidence of distribution;
- Athletics training or orientation documentation;
- Student orientation agendas and materials; and
- Documentation of the annual Program review.

10. Annual Program Review

The Compliance Department will review the Hazing Prevention & Awareness Program at least annually. The review will consider implementation of planned educational activities, available participation or completion information, hazing reports or identified concerns, changes in applicable requirements, and opportunities to strengthen prevention efforts.

Educational materials and prevention strategies may be revised based on the results of the review, institutional experience, identified risks, and current research-informed prevention practices.

12. Related University Documents

Crestmont University Hazing Prevention & Prohibition Policy;

Crestmont University Annual Security Report (ASR);