



Hazing Prevention & Prohibition Policy

Purpose

Crestmont University (CU) is committed to fostering a safe, respectful, and inclusive learning environment for all students, faculty, staff, and members of the university community. Hazing is inconsistent with CU's values and mission and is strictly prohibited.

This policy establishes CU's prohibition against hazing, outlines reporting and investigation procedures, and describes prevention and awareness efforts in compliance with the Jeanne Clery Campus Safety Act, as amended by the Stop Campus Hazing Act.

Policy Statement

CU prohibits hazing by any student, student organization, employee, volunteer, contractor, or affiliated group, regardless of whether the affected individual voluntarily participates in the activity.

No person or organization may engage in, encourage, aid, authorize, or tolerate hazing activities under any circumstances.

Definition of Hazing

For purposes of CU policy, hazing is defined as any intentional, knowing, or reckless act committed by an individual or group against another person, regardless of that person's willingness to participate, that is committed in connection with:

- Initiation into a student organization;
- Affiliation with a student organization;
- Continued membership in a student organization; or
- Participation in an organization, team, club, association, or group affiliated with CU.

Hazing includes any activity, intentional, knowing, or reckless act connected to initiation, affiliation, or maintenance of membership in a student organization that causes or creates a risk of physical or psychological injury above the reasonable risk encountered in the institution or organization.

Examples of prohibited conduct include, but are not limited to:

- Physical abuse, assault, striking, beating, paddling, or exposure to harmful substances;
- Forced or coerced consumption of food, beverages, alcohol, drugs, or other substances;

- Sleep deprivation;
- Exposure to extreme weather or unsafe conditions;
- Forced physical activity or excessive exercise;
- Confinement or isolation;
- Activities causing embarrassment, humiliation, or emotional distress;
- Coercion to perform sexual acts or inappropriate conduct;
- Activities creating a reasonable fear of bodily harm;
- Requiring participation in unlawful activities; and
- Any conduct that violates federal, state, or local law.

For purposes of this policy and applicable federal hazing reporting requirements, a *student organization* means any organization at Crestmont University in which two or more members are students enrolled at the University, whether or not the organization is established or formally recognized by Crestmont University. Student organizations may include, but are not limited to, clubs, societies, associations, athletic teams, club sports teams, fraternities, sororities, bands, student government, and other student groups.

Reporting Hazing

Any member of the CU community who experiences, witnesses, or becomes aware of hazing is encouraged to report the incident immediately.

Reports may be submitted through:

- The Compliance Department;
- Student Services;
- Human Resources (for employee-related concerns);
- Any Campus Security Authority (CSA);
- The institution's online reporting system; or
- Local law enforcement when appropriate.

Reports may be made by victims, witnesses, third parties, faculty, staff, students, or community members.

CU will make reasonable efforts to protect individuals who report hazing from retaliation.

Retaliation Prohibited

Retaliation against any individual who reports hazing, participates in an investigation, or provides information related to a hazing complaint is strictly prohibited.

Any person found responsible for retaliation may be subject to disciplinary action, up to and including dismissal, termination, or removal from participation in university activities.

Investigation Process

Upon receiving a report of alleged hazing, CU will:

1. Conduct an initial assessment of the report.
2. Determine whether immediate safety measures are necessary.
3. Gather relevant information and evidence.
4. Interview involved parties and witnesses as appropriate.
5. Evaluate whether university policies have been violated.
6. Determine findings based on the available information.
7. Implement corrective actions and sanctions when warranted.

Investigations will be conducted promptly, impartially, and as confidentially as possible.

When appropriate, CU may coordinate with law enforcement agencies; however, university investigations may proceed independently of any criminal investigation.

Sanctions

Individuals or organizations found responsible for hazing may be subject to disciplinary action, including but not limited to:

- Written warning;
- Educational sanctions;
- Mandatory training or counseling;
- Probation;
- Suspension;
- Loss of organizational recognition or privileges;
- Expulsion from the university;
- Termination of employment; and/or
- Referral to law enforcement authorities.

Sanctions will be determined based on the severity and circumstances of the violation.

Hazing Prevention and Awareness Programs

Crestmont University maintains a research-informed, campus-wide Hazing Prevention and Awareness Program designed to reach students, faculty, and staff and to prevent hazing before it occurs.

The University's prevention and awareness efforts address:

- Education regarding the University's hazing policy and behaviors that may constitute hazing;
- Recognition and reporting of suspected hazing;

- Bystander intervention strategies that encourage members of the University community to recognize potentially harmful situations, intervene safely when appropriate, seek assistance, and report suspected hazing;
- Ethical leadership and responsible decision-making within student organizations, athletic teams, and other University-affiliated groups;
- Healthy group cohesion strategies that promote belonging, teamwork, and organizational identity without hazing, coercion, humiliation, intimidation, or other harmful initiation practices; and
- Awareness and educational resources for students, faculty, and staff.

The University's prevention efforts emphasize primary prevention and encourage members of the University community to recognize warning signs of hazing, discourage participation in hazing behaviors, safely intervene when appropriate, and report concerns through established University reporting channels.

Additional information regarding the University's prevention activities, educational methods, and implementation procedures is provided in the Crestmont University Hazing Prevention & Awareness Program.

Compliance with Laws

Crestmont University complies with applicable federal, state, and local laws relating to hazing. Conduct that violates the University's Hazing Prevention & Prohibition Policy may also constitute a violation of federal, state, or local law and may result in criminal or civil consequences independent of any University disciplinary action.

Federal Law

The federal Stop Campus Hazing Act amended the Jeanne Clery Campus Safety Act to establish additional hazing-related requirements for institutions of higher education. These requirements include the collection and disclosure of hazing crime statistics, institutional policies regarding hazing and the reporting and investigation of hazing incidents, research-informed campus-wide hazing prevention and awareness programs, and the publication of a Campus Hazing Transparency Report when applicable.

For purposes of federal Clery Act reporting, hazing generally involves an intentional, knowing, or reckless act committed against a person, regardless of that person's willingness to participate, in connection with initiation into, affiliation with, or maintenance of membership in a student organization, when the conduct causes or creates a risk of physical or psychological injury above the reasonable risk encountered in the institution or organization.

California Law

California law prohibits certain forms of hazing and may impose criminal or civil consequences for conduct that constitutes hazing. Members of the University community are responsible for

complying with applicable California laws in addition to Crestmont University's institutional policies.

University disciplinary proceedings are separate from criminal or civil proceedings. Conduct may violate Crestmont University's Hazing Prevention & Prohibition Policy even when the conduct does not result in an arrest, criminal charge, prosecution, or conviction.

Local Law

Members of the University community are also responsible for complying with applicable local laws and ordinances in the jurisdiction where the conduct occurs. Hazing-related conduct may involve additional criminal offenses or legal violations depending on the circumstances.

Crestmont University may refer suspected criminal conduct to the appropriate law enforcement agency when warranted. University investigations and disciplinary proceedings may proceed independently of any law enforcement investigation or criminal proceeding.

Additional Information

Information regarding applicable hazing laws may be obtained through:

- The California Legislature;
- Appropriate local law enforcement agencies;
- The U.S. Department of Education; and
- Crestmont University's Compliance Department.

Campus Hazing Transparency Report

In accordance with applicable federal law, CU will maintain and publish a Campus Hazing Transparency Report containing information regarding student organizations found responsible for hazing violations, as required by the Stop Campus Hazing Act.

The report will not contain personally identifiable information and will be updated in accordance with federal requirements.

Annual Review

This policy shall be reviewed annually by the Compliance Department and other appropriate university officials to ensure compliance with federal and state laws and to promote best practices in hazing prevention.

Additional Information

Members of the CU community may obtain additional information regarding California hazing laws through:

- California Education Code Sections 32050–32052;
- The California Legislature website;
- The California Attorney General's Office; and
- California Intercontinental University's Compliance Department.