

## Preventing and Responding to Hazing

Pursuant to University policies and the federal Stop Hazing Act of 2024 the University prohibits hazing. The term hazing means 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— (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and (2) 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—

- (a) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- (b) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- (c) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- (d) causing, coercing, or otherwise inducing another person to perform sexual acts;
- (e) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- (f) any activity against another person that includes a criminal violation of local, State or Federal law; and
- (g) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State or Federal law.

*Policies* - The prohibition of hazing by students is set forth in the [Code of Student Conduct](#). All faculty and staff, including coaches of athletic teams and athletic staff members, are prohibited from hazing under the [Code of Conduct for Staff and Faculty](#), which prohibits violations of federal law and abusing the authority entrusted to them or harassing others. Aiding and abetting or complicity in hazing may be disciplined under the applicable Codes of Conduct even if not a direct violation of the federal hazing law.

*Reporting* - Incidents of hazing may be reported to:

Dean of Students

[cua-deanofstudents@cua.edu](mailto:cua-deanofstudents@cua.edu)

(202) 319-5619

Title IX Coordinator

[titleix-coord@cua.edu](mailto:titleix-coord@cua.edu)

(202) 319-6104

DPS

(202) 319-5111

*Investigation Process* – Reports of hazing will be investigated thoroughly, objectively, fairly, and as promptly as possible. Information will be obtained by the parties allegedly involved and witnesses, including by interviews and collection of electronic and documentary evidence. Should the investigation and grievance process result in a finding of hazing by a student, faculty member, or staff member the appropriate authority will determine the appropriate sanction. For students, the appropriate authority is the Dean of Students. For faculty, the appropriate authority is the Provost. For staff, including members of the athletic department, the appropriate authority is the Chief Human Resource Officer. The investigative and grievance process for students is detailed in the [Code of Student Conduct](#). For faculty and staff, the process is in the [Internal Investigations Policy](#).

*Prevention and Awareness Programs* – The University conducts live training of student athletes, the group most at risk for hazing, on an annual basis that includes information about the relevant hazing policy, investigation process, and applicable law. The training also includes bystander training. The University provides similar annual in-person training to athletic coaches and staff and all individuals likely to receive a report of hazing. The University’s online training modules for employees contain information about the relevant hazing policy, investigation process, and applicable law. The University offers students a Hazing Awareness and Prevention program in its student training platform that incorporates the material terms of the federal hazing law. In addition, a select number of prevention and education programs and campaigns relating to students include information about hazing. Finally, hazing policies and related information is included in first-year student orientation.

*State Laws on Hazing* – The District of Columbia does not have a law specific to hazing. However, acts that fall within the definition of hazing, such as assault, may violate DC criminal laws. Hazing that occurs in Virginia is subject to civil and criminal liability. *Code of Virginia*, § 18.2-56. Hazing that occurs in Maryland may result in a misdemeanor conviction. *Maryland Anti-Hazing Law*, § 3-607. Hazing that occurs relating to the University’s Tucson, Arizona operations is prohibited by Arizona law and depending on the conduct may be a felony. *Arizona Revised Statutes*, 13-215.