

## **Avila University Anti-Hazing Policy & Procedures**

### **I. Purpose of this Policy**

Avila University approaches student behavior as an educational experience, focused on student learning through self-reflection, personal responsibility, individual growth, and remediating harm. The goal is to encourage students to be positive contributors to their current and future communities.

The Anti-Hazing Policy outlined in this section identifies behaviors that are strictly prohibited in our Community Standards & Expectations (CSE) because they undermine the dignity, safety, and well-being of individuals and the community. Hazing contradicts the core values of Avila University and is incompatible with our commitment to the worth and dignity of every person, the development of the whole individual, and right relationships. This policy exists not only to uphold these values, but also in response to national efforts to eradicate hazing, including the federal Stop Campus Hazing Act, which emphasizes the importance of transparency, prevention, and accountability in higher education. By educating students and holding individuals accountable for harmful behavior, Avila seeks to create a safe and supportive environment where all students can thrive without fear of coercion, humiliation, or abuse.

### **II. Definition**

Hazing: Intentionally subjecting another to a situation or action that a reasonable person would foresee as causing mental or physical discomfort, embarrassment, injury, or ridicule. Hazing also includes asserting power or dominance over another person as a condition for selection or continuation in an organization. Individual acceptance of or submission to any activity does not affect a determination of whether the activity constitutes hazing. This includes compelled participation in behavior which would violate the law and/or University Policy.

### **III. Application and Jurisdiction of the Community Standards and Expectations**

The Dean of Students, or their designee (the “Dean”), develops procedures for the administration of the CSE, as well as its applicable Accountability Procedures. Behavior that may constitute a violation of the CSE may be reported to the Dean at any time, whether or not the Alleged is currently enrolled or registered. The Dean has the authority to determine whether or not the allegation merits further response.

Attendance at a private educational institution is not compulsory, and this policy is not a contract, express or implied, between any applicant, student, staff or faculty member. Students, Student Organizations, and Guests/Visitors are expected to abide by all Community Standards articulated in this policy. It is every Student’s responsibility to be familiar with all policies and procedures published by the University. Ignorance of a published policy will not exempt a student or Student Organization from accountability that results from violating the CSE.

The CSE applies to each Student for behavior that occurs from the time of admission, registration, or enrollment (whichever occurs first) through the actual awarding of a degree or complete withdrawal as defined by the University, regardless of when the behavior is reported.

1. It applies to behavior that occurs during periods of suspension from the University.
2. It applies even if the Alleged subsequently withdraws from the University.
3. It applies to behavior that occurs between periods of enrollment unless the Alleged completely withdraws before the deadline to register for the next term. For Students enrolled in the spring semester, jurisdiction is maintained until the deadline to register for the fall semester.

The CSE applies to all activities on University Premises and during any University Sponsored Activity regardless of the on- or off-campus location. The CSE also applies to Student and Student Organization behavior that occurs off-campus and that may be unconnected to a school activity, especially if that behavior adversely impacts the University community or its objectives and mission.

The resolution process outlined in the CSE and its applicable Accountability Procedures are designed with an educational purpose and guiding principles. Proceedings under the CSE and its Accountability Proceedings are separate from civil or criminal proceedings and may, at the discretion of the Dean, be carried out prior to, simultaneously with, or following civil or criminal proceedings. The University uses the “preponderance of the evidence” standard to determine if reported behavior is in violation of the CSE.

A Student requesting accommodation must follow the appropriate process for requesting accommodation through the Student Access Office. The Dean will work in collaboration with the Student Access Office to determine the appropriate accommodation. The Dean will notify the student of the appropriate accommodation and how it applies to the Community Standards and Expectations Accountability Procedures.

#### **IV. Amnesty Policy**

At times, students may be hesitant to report the occurrence of Community Standards and Expectations violations to university officials because they are concerned that they themselves, or a witness to the reported behaviors, may be found responsible for other policy violations, such as alcohol or drug violations.

Although violations of university policy are not condoned, the importance of addressing the reported behaviors is priority. Therefore, the University will not refer an individual, witness, or Student Organization who reports an alleged policy violation to the Community Standards and Expectations process as an Alleged party for any other violations that may have occurred in connection with the reported behaviors.

## **V. Education, Awareness, & Prevention**

Avila University is committed to prevention through:

- Mandatory anti-hazing training from the Student Engagement and Leadership Office for all student organization leaders and new members bi-annually.
  - In accordance with the [Stop Campus Hazing Act](#)
  - [National Hazing Prevention Week – Sep. 22-26](#)
- Bystander intervention training from the Office of Housing and Residence Life
  - Resident Assistants will include peer-led workshops throughout the Residential Halls
- Faculty/Staff Participation
  - Each faculty & Staff member will complete an online training annually
  - Public Commitment Banner: “These Eagles Don’t Haze”

National Hazing Prevention Week of Events:

- September 22
  - Kickoff: Unity & Community Pledge (Awareness)
- September 23
  - “These Eagles Don’t Haze” (Awareness & Prevention)
  - Education & Empowerment Training (Education & Prevention)
- September 24
  - Solidarity & Celebration (Awareness)
- September 25
  - Open Mic: Voices Against Hazing (Awareness)
- September 26
  - Closing Celebrations (Awareness, Education, & Prevention)

## **V. Reporting**

Avila University mandates all members of the campus community to report concerns related to hazing, misconduct, or any behavior that compromises the safety or dignity of others. Timely reporting helps ensure that appropriate action can be taken to protect individuals and uphold our community values. Reports can be made confidentially and without fear of retaliation. To report an incident, students, faculty, or staff may contact the Office of Student Affairs, submit an online report form, or speak with a trusted university official.

Reporting Link: <https://cm.maxient.com/reporting.php?AvilaUniv>