

OFFICE OF SAFETY AND SECURITY

Hazing Resources and Prevention

University of Dubuque – Jeanne Clery Campus Safety Act

Effective Date: June 23, 2025

Approved by: Jeanne Clery Campus Safety Act Compliance Officer

I. Purpose

University of Dubuque is committed to maintaining a safe, respectful, and inclusive campus community. Hazing in any form is strictly prohibited. This document outlines the university's policies, prevention strategies, reporting mechanisms, and support resources regarding hazing.

II. Definition of Hazing

Hazing is defined under the Stop Campus Hazing Act (SCHA) as “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

(I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization, [e.g., a club, student government, athletic team, fraternity, or sorority]; and

(II) 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.”

The SCHA provides a list of examples of conduct that “causes or creates a risk,” including:

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

- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Further, the SCHA defines the term “student organization” as “an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.” However, the SCHA does not define what constitutes “above the reasonable risk” or what actions establish “an affiliation with” a student organization.

III. Relevant Laws

Iowa Code – Hazing

Under **Iowa Code § 708.10**, hazing is a criminal offense. Individuals found guilty may be charged with a **simple misdemeanor** or **serious misdemeanor** depending on the level of harm caused.

IV. University Policy

1. **Zero Tolerance:** Hazing is strictly prohibited in all university-recognized student organizations, athletic teams, fraternities/sororities, and informal student groups.
2. **Scope:** This policy applies to both on-campus and off-campus conduct.
3. **Sanctions:** Individuals or organizations found responsible for hazing may face disciplinary action up to and including:
 - Suspension or expulsion
 - Loss of recognition or privileges for organizations
 - Legal referral to law enforcement

V. Reporting Hazing

Students, faculty, and staff are encouraged to report suspected hazing incidents promptly.

Reporting Options:

- **Anonymous Online Reporting:** www.lighthouse-services.com/dbq
- **Dean of Students Office:** 563.589.3519
- **Campus Safety:** 24/7 Emergency Line, 563.589.3333
- **Human Resources:** 563.589.3619
- **Local Law Enforcement:** Dubuque Police Department, 563.589.4415

Reports may be made anonymously. Retaliation against any person who reports hazing in good faith is strictly prohibited. Retaliation against an individual, for supporting a reporting party, or for assisting in providing information relevant to an allegation is a violation of university policy.

VI. Prevention and Education

The university supports a proactive approach to hazing prevention through the following:

1. Annual Training

All student leaders, athletic team members, and organization advisors are required to complete hazing prevention training annually.

2. Educational Programs

Student Affairs and Campus Safety:

- Hazing and Campus Culture
- Bystander Intervention
- Responsible Leadership

3. New Student Orientation

Includes an overview of hazing policy and campus expectations.

4. Advisors and Coaches

Receive annual policy briefings and are responsible for enforcing compliance within their organizations or teams.

VII. Support Resources

- **Counseling Services:**
 - Confidential support for hazing survivors
Location: Smeltzer Kelly Student Health Center | Phone: 563.589.3360 | Email: StudentHealthCenter@dbq.edu
 - National Anti-Hazing Hotline | Phone: 888.668.4293
- **Dean of Students:** Policy questions, investigation updates, or resolution support | 563.589.3519
- **Title IX Office:** For cases involving gender-based hazing | 563.589.3619
- **Human Resources Office:** For cases involving employees | 563.589.3619

VIII. Review and Reporting

In compliance with the Stop Campus Hazing Act, the Office of Campus Safety and Security will maintain and publish a Hazing Transparency Report (HTR) twice annually. This report will include the name of the student organization, the dates (if known) of the hazing behavior, the

date such behavior was reported to the University, the dates of investigation, and a description of the findings while adhering to applicable privacy laws.

The policy will be reviewed annually by the Jeanne Clery Campus Safety Act Compliance Officer in consultation with legal counsel, Dean of Students, Campus Safety, Human Resources and Title IX Office.

IX. Contact

Office of Campus Safety and Security

University of Dubuque

Laura Schauer

563.589.3333 | LSchauer@dbq.edu | <https://www.dbq.edu/SafetySecurity/JeanneCleryAct/>