

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

- **Zero Tolerance:** Hazing is strictly prohibited in all university-recognized student organizations, athletic teams, fraternities/sororities, and informal student groups.
- **Scope:** This policy applies to both on-campus and off-campus conduct.
- **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. Investigation Process

Initial Review

- Upon receiving a report, university officials (e.g., Student Activities, Residence Life, Human Resources, or Campus Security) assess whether the behavior constitutes hazing under university policy.
- If necessary, the university may take immediate steps to ensure the safety of individuals, including the temporary suspension of individuals or organizations under investigation.

Investigation Process

- Investigators, with the possibility of an external investigator, will be assigned.
- Investigators collect relevant evidence, including:
 - Interviews with the complainant, victims, witnesses, and alleged.
 - Physical evidence (e.g., videos, photos, social media content).
 - Statements from community members or organizations involved.
- Evidence and interviews are documented for transparency and accuracy.
- If the investigation reveals that the allegations of hazing constitute a violation of the University's Title IX policy, the Title IX Policy and procedure will be used.

Determination of Policy Violation

- Investigators evaluate the evidence against university policies to determine if hazing occurred. Hazing typically involves actions that endanger physical or mental health or create unreasonable risks, cause humiliation, or are intended to initiate someone into a group.
- Investigators also assess if other university policies (e.g., alcohol, harassment, violence) were violated.

Resolution and Sanctions

- After reviewing evidence, investigators submit reports to the decision maker (for students) or Human Resources (for employees) to determine violations and potential disciplinary actions.
- Possible sanctions (individual) include:
 - Warnings, probation, suspension, expulsion.
 - Fines, restitution, mandatory education, or counseling.

- Additional sanctions for students are listed below and found in ‘Disciplinary Sanctions,’ consistent with the UD Code of Conduct.
- Organizations (groups) found responsible may face:
 - Suspension or revocation of recognition.
 - Loss of privileges, access to funding, or activity restrictions.
 - Probation or mandatory training or counseling.
 - Involved groups may undergo a review and reform of their activities and culture to prevent recurring issues.

Appeals Process

- Both the accused individual or organization and the complainant typically have the right to appeal the decision, or the sanctions imposed.
- Organizations found in violation of this policy may appeal the decision and any sanctions to the Vice President of Student Engagement and Intercollegiate Athletics or designee. Appeals must be submitted in writing within five business days of notification. The Vice President of Student Engagement and Intercollegiate Athletics or designee will review the appeal and provide a final decision. This is the only avenue of appeal for hazing-related decisions and sanctions.

Public Communication and Transparency

- Depending on the severity of the incident, the university may disclose the outcome to the broader community, especially if public safety is at risk, through UD Alerts through the Jeanne Clery Act.
- If the hazing incident involves criminal behavior (e.g., physical assault, abuse, or illegal substances), the university may also report the incident to local law enforcement, who may conduct a parallel investigation.

The University is expected to handle hazing incidents swiftly and fairly while ensuring that all individuals’ rights are protected throughout the process. This process is crucial to balance transparency, due process, and the wellbeing of all involved students, faculty, and staff.

Disciplinary Sanctions

Students found responsible for hazing will face disciplinary actions, as outlined in the UD Code of Conduct. Sanctions may include (Student Handbook):

- Educational Sanction: May include attendance or implementation at educational programs, interviews with appropriate officials, referrals to appropriate University or community resources, community service, written reflections or educational essays, or any other educational activity that the Vice President of Student Engagement and Intercollegiate Athletics or their designee deems appropriate for the specific incident.
- Loss of Privilege: Removes from the student a privilege of use, access, or participation for a specified length of time to be determined with the violation and student in mind.

- **Loss of Representation:** Removes from the student the ability to represent the University through participation on intercollegiate sports teams (this includes, suiting up with the team or sitting with the team during official games) and in any leadership roles on University committees and recognized student clubs or organizations for the duration of the time the sanction is in effect.
- **Responsibility Agreement:** Defines the parameters of expected behavior for a given period of time. The agreement must be prepared by the student under the supervision of the designated hearing officer and be approved by the hearing officer before implementation. Responsibility Agreement should be designed with the specific violation and the student in mind and may include one or more of the following:
 - A written apology to another person who has been offended or harmed through violation of an institutional policy, regulation, or requirement.
 - Community service in which the student seeks to act in a positive manner and contribute to the community through a specific project or activity.
 - A paper designed with the specific violation and student in mind in which the student is required to research a given topic and provide a written report on the nature of his or her research and findings. Specific paper proposals and deadlines will be agreed upon before implementation.
 - Counseling in which the student and the Vice President of Student Engagement and Intercollegiate Athletics, or their designee, explore the nature of the issue and the reasons behind the specific violation in order to come to a resolution regarding future behavior. When extreme behavior indicates that professional counseling may be beneficial, the student may be referred.
 - Participation in a co-curricular activity designed to help the person learn self-discipline and the value of being a part of a larger community.
 - Any other creative educational or corrective experience designed specifically with the violation and the student in mind.
- **Restorative Practices:** (Conversations or Restorative Circle) is meant for students to reflect on how they deal with conflict in their relationships with friends, roommates, family members, professors, university staff, strangers, and even themselves, and involves all parties coming together to share their perspective and learn more about harms created, effects of harms, and ways to repair the harms on the specified topic. Participants are encouraged to be open and honest about their perspectives, how they have been harmed, how they think others might have been harmed, and to come up with their own solutions on how to correct the situation. These solutions may result in a written formal agreement, which the alleged agrees to complete as a result of the Restorative Circle sanction.
- **Restitution:** Is the act of returning to another person something that has been stolen, or replacing that which has been lost, removed, damaged, or taken away. This includes reimbursement for repair or replacement costs of property (including clean-up costs) and, as it relates to persons, acknowledgment of intentional or unintentional wrong doing and compensation for that grievance in a way that restores and forgives all parties.

- Reprimand: Is official notice, in writing, to a student reminding him or her that an institutional policy, regulation, or requirement has been violated and warns that person that a repeat of the offense will lead to disciplinary action.
- Disciplinary Warning: Serves notice to a student that his or her behavior has not met University standards. The period of disciplinary warning will be defined.
- Disciplinary Probation/Final Disciplinary Probation: Serves notice to a student that his/her behavior is in serious violation of University standards. The period of disciplinary probation will be defined. If another violation occurs during this period of disciplinary probation/final disciplinary probation, the question of rendering a more severe sanction (suspension or expulsion) will be raised. A sanction of final disciplinary probation automatically places the student not in good behavioral standing which invokes the loss of representation sanction.
- Suspension from the University: Is separation of the student from the University for a designated period of time, after which the student may reapply for admission. Any student who is readmitted to the University will be required to design a Responsibility Agreement with the Vice President of Student Engagement and Intercollegiate Athletics outlining behavioral expectations for a specified period of time. Normally that period of time will be a minimum of one semester and a maximum of two semesters.
- Expulsion from the University: Is a permanent separation of the student from the University of Dubuque with no opportunity for re-application.

VII. Prevention and Education

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

Annual Training

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

Educational Programs

Student Affairs, Counseling Services, and Campus Safety:

- Hazing and Campus Culture
- Bystander Intervention
- Responsible Leadership

New Student Orientation

Includes an overview of hazing policy and campus expectations.

Advisors and Coaches

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

VIII. Support Resources

- **Counseling Services** Confidential support for hazing survivors
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

IX. 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 a summary of substantiated hazing incidents, involved organizations, and student disciplinary findings and outcomes while adhering to applicable privacy laws.

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

X. Contact

Office of Safety and Security

University of Dubuque

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