

HAZING

Approved by: Dean of Students Office

History: Updated 2021

Related Policies: Code of Conduct | Student Org Policies

Related Forms, Procedures and References: NCAA (<https://www.ncaa.org/sport-science-institute/addressing-student-athlete-hazing/>)

For Questions Contact: Dean of Students Office | 414.382.6118 | FO 119 | deanofstudents@alverno.edu

Wisconsin law (W.S.A. § 948.51) makes it a crime to engage in hazing, which is defined in the following manner.

(1) In this Section “forced activity” means any activity which is a condition of initiation or admission into or affiliation with an organization, regardless of a student’s willingness to participate in the activity.

(2) No person may intentionally or recklessly engage in acts which endanger the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school, college, or university. Under those circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced confinement or any other forced activity which endangers the physical health or safety of the student.

Hazing is in violation of the human and civil rights of individuals and is not acceptable behavior. Hazing will not be tolerated, regardless if the incident takes place on or off campus. Alleged incidents of hazing will be reported to the Dean of Students and all parties involved will be subject to disciplinary action through the College’s Conduct Process.

Examples of hazing include, but are not limited to

- “Subtle” Hazing refers to activities that are often taken for granted or accepted as “harmless” or meaningless. There is an emphasis placed on a power imbalance between new members and other members of the organization
 - Requiring new teammates or group members to perform unnecessary duties not assigned to existing members;
 - Sleep deprivation; or
 - Carrying required items
- “Harassment” Hazing confuses, frustrates, and causes undue stress for new members. This behavior has the potential to cause emotional anguish and/or physical discomfort.
 - Lineups for the purpose of interrogating, demeaning, or intimidating;
 - Wearing of embarrassing or uncomfortable clothing; or
 - Assigning pranks such as stealing, painting objects, or harassing other organizations

- “Violent” hazing is behavior that has the potential to cause physical, emotional, and/or psychological harm.
 - Capturing or kidnapping;
 - Total or partial nudity;
 - Pushing, shoving, tackling, or any other physical contact; or
 - Forced consumption of any liquid or food, often involving alcohol and/or gross food combinations

Still Unsure if it is Hazing? Ask Yourself...

- Would I feel uncomfortable participating in this activity if my family were watching?
- Would a College administrator disapprove of this activity?
- Am I being asked to keep these activities a secret?
- Am I doing anything illegal?
- Does participation in an activity violate my values or those of my organization?
- Is it causing emotional distress or stress of any kind to me or others?

If you answered “Yes” to any of these questions, please report the incident to the Dean of Students Office.

Adapted from The University of Texas at Austin and Arkansas State University