



## STUDENT LIFE POLICY

---

**NUMBER/TITLE:** SL 716-Hazing Policy

**Covered Individuals:** All UIU Students, Faculty, and Staff

**Covered Locations:** All Locations

**Effective Date:** The effective date of the policy. [To be determined]

**Strategic Priority:** SP1

**HLC:** Criterion 2. A

**Consultations:** AVPSL, BIT, CAO, VPA, CSE, EDHR

---

### POLICY STATEMENT

Upper Iowa University is committed to maintaining a safe, respectful, and inclusive campus environment. The university will include hazing in the Annual Security Report this policy is in compliance with the Stop Campus Hazing Act (SCHA) with the definition of hazing being in compliance with Iowa Code § 708.10, the Clery Act, and UIU's core values of integrity, community, and respect.

### PURPOSE

The Stop Campus Hazing Act (SCHA) amends the Clery Act to prioritize the prevention of and transparency on hazing incidents at colleges and universities in keeping with compliance to these, Upper Iowa University will include Hazing in the Annual Security Reports.

### DEFINITIONS

Hazing is defined as any intentional, knowing, or reckless act, occurring on or off university premises, that is directed against a student for the purpose of initiating, affiliating, admitting, holding office in, or maintaining membership in any student organization or group, regardless of the individual's willingness to participate. (Clery Center)

Per Iowa Code § 708.10, hazing includes:

- Any forced activity which endangers the physical health or safety of a student,
- Acts involving physical brutality such as whipping, beating, branding, forced calisthenics, or exposure to the elements,
- Forced consumption of food, liquor, drugs, or other substances,
- Forced confinement or isolation,
- Or any other activity likely to cause physical or mental harm.

Per the Clery Center definition, hazing includes but is not limited to:

- 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.

**POLICY IMPLEMENTATION**

Hazing is prohibited and will not be tolerated. All suspected hazing should be reported. UIU students who believe they have been subjected to hazing or suspect hazing has occurred should contact the Assistant Dean of Students or designee. All UIU employees and students must report their information and provide the following:

- The name of student organization, sport, group, or individual responsible or suspected of hazing;
- A general description of the incident;
- The date(s), time, and location of the incident.

Reports involving UIU students will be managed by the Chief Conduct Officer/Assistant Dean of Students through the student disciplinary process. Reports involving UIU employees will be managed by Human Resources. Any reports involving both students and employees will be managed collaboratively by Human Resources and Student Life. Reporting will begin on the Annual Security Report in December 2025.

**CUSTODIAN**

Assistant Dean of Students/Chief Conduct Officer

**RELATED DOCUMENTS, FORMS, AND POLICIES**

- [Student Athlete Handbook](#)
- [Bullying Policy](#)
- [Student Handbook](#)
- [Student Club & Organization Handbook](#)
- [Employee Handbook](#)

**HISTORY**

<b>New/Revision Number:</b>	<b>Date of Action/Approval</b>	<b>Revision Change</b>
SL-716	TBD	Policy submitted for review