



## Policy Against Hazing

### A. Purpose/Policy Statement

1. La Salle University ("La Salle") does not tolerate hazing. Any student or student organization found responsible for Hazing or Organizational Hazing under this Policy, whether occurring on or off campus, may face disciplinary action from La Salle or criminal charges under state law.
2. The purpose of this policy is to state La Salle's prohibition of Hazing, define behaviors that constitute hazing, identify resources for reporting violations, and establish guidelines for investigation and enforcement, and sanctions.
3. This policy shall apply to any acts of Hazing, Aggravated Hazing or Organizational Hazing occurring on or off campus.
4. This Policy is applicable to students, organizations and others persons associated with La Salle operating under the sanction of, or recognized by, La Salle.
5. This Policy complies with the Timothy J. Piazza Antihazing Law, 18 Pa.C.S. § 2801, *et seq.*

### B. Definitions

1. **Alcoholic liquid.** A substance containing liquor, spirit, wine, beer, malt or brewed beverage or any combination thereof.
2. **Bodily injury.** Impairment of physical condition or substantial pain (18 Pa.C.S. § 2301).
3. **Drug.** A controlled substance or drug as defined in the act of April 14, 1972 (P.L.233, No.64), known as The Controlled Substance, Drug, Device and Cosmetic Act.
4. **Minor.** An individual younger than 18 years of age.
5. **Organization.** A fraternity, sorority, athletic team, association, corporation, order, society, corps, club or service, social or similar group, whose members are primarily minors, students or alumni of La Salle.
6. **Serious bodily injury.** Bodily injury, which creates a substantial risk of death or which causes serious, permanent disfigurement, or protracted loss or impairment of the function of any bodily member or organ. (18 Pa.C.S. § 2301).
7. **Student.** An individual who attends or has applied to attend, or has been admitted to La Salle.

### C. Prohibited Acts

1. Any Hazing, Aggravated Hazing or Organizational Hazing is prohibited.
  - a. It shall not be a defense that the consent of the Student or Minor was sought or obtained. It shall not be a defense that the conduct was sanctioned or approved by the organization.
2. **Hazing.** A person commits a hazing offense if the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization, causes, coerces or forces a minor or student to do any of the following:
  - a. Violate Federal or State criminal law;
  - b. Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm;
  - c. Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements;
  - d. Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment;
  - e. Endure brutality of a sexual nature;
  - f. Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.
3. **Aggravated Hazing.** A person commits the offense of aggravated hazing if the hazing violation results in serious bodily injury or death to the minor or student and:
  - a. The person acts with reckless indifference to the health and safety of the minor or student; or
  - b. The person causes, coerces or forces the consumption of an alcoholic liquid or drug by the minor or student.
4. **Organizational Hazing.** An organization commits the offense of Organizational Hazing if the organization intentionally, knowingly or recklessly promotes or facilitates a violation of Hazing or Aggravated Hazing.
5. **Retaliation.** It is a violation of this policy for any person to retaliate against anyone who files a report of, or participates in the Student Conduct Process concerning, a charge of Hazing, Aggravated Hazing or Organizational Hazing.

### D. Reporting Hazing Violations

1. La Salle encourages all members of its community who believe that they have witnessed, experienced or are aware of conduct that constitutes, or may constitute,

Hazing, Aggravated Hazing, or Organizational Hazing in violation of this Policy to report the violation to the Division of Student Affairs.

2. An Incident Report concerning Hazing can be made to La Salle Public Safety, a Residence Life or Community Development staff member, the Director of Student Conduct or via the web at <https://my.lasalle.edu/web/home-community/incident-reporting#>

#### **E. Enforcement**

1. Violations of this policy by students will be investigated and enforced in accordance with the Student Conduct Policy by the Division of Student Affairs. Violations involving employees will be investigated and enforced by the Department of Human Resources. All other allegations of Hazing will be investigated and enforced by the Public Safety Department.
2. Any violation of this Policy by a Student(s) or Student Organization(s) shall be deemed a violation of La Salle's Student Code of Conduct and shall be enforced and adjudicated by the Office of Student Conduct in accordance with the Student Conduct Policy.
3. Sanctions.
  - a. The Director of Student Conduct may impose an interim sanction during the pendency of an investigation into or adjudication of a violation of this Policy.
  - b. Any person or organization found responsible for violating this Policy may face disciplinary action, including:
    - i. The withholding of diplomas or transcripts pending compliance with probationary, community service or other rules, or payment of fines;
    - ii. The rescission of permission of the organization to operate on campus or school property or to otherwise operate under the sanction or recognition of La Salle;
    - iii. The imposition of probation, suspension, dismissal or expulsion La Salle;  
or
    - iv. Any other sanction in accordance with the Student Conduct Policy.
  - c. A penalty imposed by La Salle is in addition to a penalty imposed for violation of an offense under the criminal laws of this Commonwealth or for violation of any other rules or policies to which the violator may be subject.

#### **F. Bi-Annual Disclosure Report**

1. La Salle's Director of Student Conduct will maintain a report of all violations of this Policy or of Federal or State laws related to hazing that are reported to La Salle. The Director of Student Conduct will update the report on January 1 and August 1 of each year and will post the updated report on its publically available website.

**G. Responsible Department**

1. Division of the Student Affairs

**END NOTES**

SLC/DS

Effective January 15, 2019