



AP>Student Affairs>Hazing Policy

INTRODUCTION:

Rogers State University (RSU) is committed to fostering a safe and welcoming environment for all members of the RSU community including students, employees, advisors, coaches, volunteers, and affiliated individuals and will not tolerate any activity that endangers their physical or mental health and safety. The RSU Student Code of Responsibilities and Conduct and this policy prohibit hazing in all forms. The RSU Hazing Policy complies with the requirements of the Stop Campus Hazing Act 118-173 and Oklahoma Title 21, Section 1190.

APPROVAL AUTHORITY:

President

DEFINITIONS:

1. *Hazing*

Hazing is any act or activity that is:

- a. Intentional, knowing, or reckless, and
- b. Committed or coerced by a person (alone or with others) regardless of rank, role, or university employment status, and
- c. Is committed against another person or people regardless of their willingness to participate that:
 - i. Is committed during an initiation into, an affiliation with, or the maintenance of membership in, a Student Organization/University Program; and

- ii. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or a Student Organization/University Program (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including but not limited to:
 1. Physical Contact: Includes hitting, paddling, whipping, beating, striking, kicking, slapping, electronic shocking, branding/burning, placing harmful substance on a person's body, forced calisthenics, exposure to the elements, sleep deprivation, forced consumption of any food or substance, or other similar activities.
 2. Mental Harm: Involves psychological harm such as humiliation, intimidation/placing a person in reasonable fear of harm, threats, social isolation, sleep deprivation, confinement in a space, exposure to the elements, use of blindfolds, or other similar activities.
 3. Forced Consumption: Requires, encourages, or coerces the consumption of alcohol, drugs, food, or any other substance.
 4. Alcohol or Drug Misuse: Involves use of alcohol or drugs.
 5. Sexual Activities: Includes any sexually oriented activity that humiliates, degrades, endangers, or threatens a student including, but not limited to, sexual assault, sexual battery, indecent exposure, forced or coerced sexual contact with another person, forced or coerced simulated sexual activity, sexting, or other similar activities.
 6. Financial Obligations: Requires a person to pay dues or fees, or requires or coerces individuals to purchase items or assume financial obligations, beyond those approved by the University for membership in a Student Organization/University Program
 7. Violation of University Policy or Law: Involves any activity that violates, or forces or coerces another to violate, university policies or local, state, tribal, or federal laws.

2. *Student Organization*

For the purposes of this policy, Student Organization is defined as an organization at the University in which two or more of the members are enrolled students at the University – whether or not the organization is established or recognized by the University – including clubs, societies, associations, athletic teams, club sports teams, Registered Student Organizations (RSOs) including fraternities and sororities, bands, or student government.

3. *University Program*

For the purposes of this policy, University Program is defined as any group, area, unit, organization, or department/office at the University in which two or more of the members are employed at the University – whether or not the program is established or recognized by the University – including clubs, societies, or associations.

POLICY:

1. *Reporting Procedures*

Any student, employee, or other individual who witnesses hazing or has reason to believe that hazing has occurred must report the incident immediately through the reporting resources outlined below. Reports should include a detailed description of the events that

transpired, names of any individuals involved; and if applicable, a description of any actions taken by the Student Organization/University Program.

- a. Student Conduct Incident Reporting Form:
 - i. All Campuses: <https://www.rsu.edu/campus-life/student-grievances/>
- b. RSU Report It!
 - i. RSU <https://rsu.ethicspoint.com>
- c. Rogers State University Campus Police
 - i. Emergencies: 911
 - ii. RSU Claremore Campus Non-Emergencies: (918) 343-7624
 - iii. RSU Bartlesville Campus Non-Emergencies: (918) 825-6034
 - iv. RSU Pryor Campus Non-Emergencies: (918) 825-6034

The University will investigate all reports of hazing promptly and thoroughly.

2. Investigation Process

Upon receiving a hazing report, the University will conduct a fair and impartial investigation. This will be done in accordance with relevant University policies, including, but not limited to, the Student Code of Responsibilities and Conduct, employee (including staff and faculty) handbooks, non-discrimination and sexual misconduct policies, and athletic governance procedures.

- a. Disciplinary Action: If the investigation confirms hazing occurred, the University will take appropriate disciplinary action.
- b. National Organization Notification: If the Student Organization/University Program being investigated is affiliated with a national organization, that national organization will also be notified.
- c. Failure to Intervene: Failing to intervene in hazing is a policy violation. This applies to any individual in a position to act—such as officers, leaders, supervisors, advisors, employees, or coaches—who observes, is aware of, condones, or fails to prevent hazing activities, regardless of their direct participation.
- d. Potential Criminal Charges: In addition to University sanctions or discipline, individuals involved in hazing may also face criminal charges under Oklahoma law (Title 21, Section 1190).
- e. Amnesty: Students who report hazing in good faith, or victims of hazing who participate in an investigation, will not be charged with other University policy violations brought to light during the investigation that arose directly from the hazing incident. For example, students forced to consume alcohol as part of a hazing incident will not be charged with violations of the University's alcohol policy. The University reserves the right to follow up with these students regarding those issues in a non-disciplinary setting as appropriate.
- f. Retaliation Prohibited: Retaliation or adverse action against any person for reporting an alleged violation of this policy or cooperating with a University investigation is strictly prohibited. Retaliation includes, but is not limited to, verbal or implied threats, physical or psychological abuse, intimidation, harassment (verbal or written), or any other action intended to create a hostile environment for the target of the retaliation, including those listed as prohibited conduct in the Student Code of Responsibilities and Conduct.

3. Prevention and Awareness Programs

The University is committed to preventing hazing through education and training programs. These programs will be offered to the University community including students, employees, and advisors of student organizations. The programs will address the dangers of hazing, the University's policy, and reporting procedures.

4. Required Reports

a. Campus Hazing Transparency Report

- i. In accordance with the requirements of the Stop Campus Hazing Act, the University is committed to transparency and accountability in addressing hazing incidents and will publish the Campus Hazing Transparency Report (CHTR) twice annually as applicable through the Office of Student Development.

1. Purpose

- a. The CHTR is intended to disclose incidents of hazing for which student organizations (established or recognized by the University) have been found responsible for violating the institution's standards of conduct addressing hazing.

2. Reporting Period

- a. Published on or before December 23: Includes hazing incidents during July 1 through December 23
- b. Published on or before July 1: Includes hazing incidents during December 24 through June 30
- c. Entries must stay in the report for five (5) years

3. Incident Reporting

- a. Student Organization Name
- b. General Violation Description
- c. Whether the hazing involved alcohol or drug misuse or illegal use.
- d. Key Dates
- e. Investigation Findings
- f. Imposed Sanctions

4. Confidentiality and FERPA

- a. The University is committed to protecting the privacy of students and will comply with the Family Educational Rights and Privacy Act (FERPA) in reporting hazing incidents.

5. Report Publication

- a. The CHTR will be published on the University's websites twice annually or as required by the Stop Campus Hazing Act. The CHTR can be found at <https://www.rsu.edu/campus-life/student-resources/student-conduct/rsu-hazing-policy/> and will be accessible to students, faculty, staff, prospective students, and the general public.

b. Annual Security Report

- i. The Jeanne Clery Campus Safety Act requires disclosure of the number of hazing incidents reported to Campus Security Authorities (CSAs) in the Annual Security Report (ASR).

5. Policy Review

This policy is designed to comply with the requirements of the Stop Campus Hazing Act and will be reviewed and updated as necessary to reflect any changes in federal law.

Responsible Executive:

Vice President of Student Affairs and Assistant VP Student Affairs

Vice President for Administration & Finance and Director of Human Resources

Date of Next Review

06/23/2028

Date of Last Approval

06/23/2025