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Effective	Upon Approval	References	Clery Act
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## Preventing & Responding to Hazing

### POLICY STATEMENT

University of North Dakota (UND/University) is committed to fostering a safe, respectful, and inclusive community where all individuals are treated with dignity and care. Hazing in any form is strictly prohibited and will not be tolerated. The prohibition against hazing applies regardless of an individual's willingness to participate.

The University carefully reviews and assesses all reports of hazing. Retaliation against individuals who report hazing or who participate in related investigations is strictly prohibited and may result in disciplinary action. All community members are encouraged to cooperate fully in any investigation.

Responsibility for violations may rest with individuals, groups, or their leadership, particularly if they failed to take reasonable steps to prevent or discourage hazing. National Collegiate Athletic Association (NCAA) student-athletes must also comply with policies set forth by the NCAA.

### REASON FOR POLICY

UND recognizes that membership in organizations can enrich the student experience; however, this benefit must never come at the expense of personal safety or well-being. Hazing is an abuse of power and trust. It undermines group unity, which should be built on mutual respect and integrity.

The Stop Campus Hazing Act (SCHA) amended the Jeanne Clery Campus Safety Act (Clery Act) to include additional requirements for institutions of higher education related to the prevention, reporting, and sharing of information related to hazing.

# SCOPE OF POLICY

- President
- Vice Presidents, Associate & Assistant Vice Presidents
- Deans, Directors & Department Heads
- Area Managers & Supervisors
- Faculty
- Staff
- Students
- Others: Affiliates, Volunteers, Alumni, Consultants

# CONTACTS

Specific questions should be directed to the following:

Subject	Contact	Telephone	Department/Office E-Mail Web Address
<b>Policy Clarification</b>	Community Standards & Care Network	(701) 777-2664	<a href="mailto:UND.communitystandards@UND.edu">UND.communitystandards@UND.edu</a> <a href="#">Community Standards &amp; Care Network Website</a>
<b>Complaints of Discrimination or Harassment</b>	Civil Rights & Title IX	(701) 777-4171	<a href="#">Civil Rights &amp; Title IX Website</a>
<b>Employee Related Information</b>	Human Resources	(701) 777-4226	<a href="#">Human Resources Website</a>
<b>Security/Law Enforcement</b>	University Police Department	(701) 777-3491	<a href="#">UND Police Department Website</a>
<b>Student Discipline/Code of Student Life</b>	Community Standards & Care Network	(701) 777-2664	<a href="mailto:UND.communitystandards@UND.edu">UND.communitystandards@UND.edu</a> <a href="#">Community Standards &amp; Care Network Website</a>

# DEFINITIONS

<b>Employee</b>	Any person employed for wages or salary by the University, in either full-time or part-time capacity, in any location or job. Examples include officers, faculty, staff, medical residents, graduate assistants, and student employees. Employee includes temporary, probationary and regular employees.
<b>Jeanne Clery Campus Safety Act (Clery Act)</b>	A federal law requiring all institutions of higher education, that participate in the federal student financial aid program, to disclose information about crime on and around their campuses.

<p><b>Hazing (Campus Definition)</b></p>	<p>An act by an individual or group that is an explicit or implicit condition for initiation to, admission into, affiliation with, or continued membership in a group or organization that could be seen by a reasonable person as endangering the physical health of an individual or as causing mental distress to an individual. These acts may include, but are not limited to:</p> <ul style="list-style-type: none"> <li>a. The destruction, damage, and/or removal of public or private property;</li> <li>b. The consumption of alcohol or drugs;</li> <li>c. The consumption of any substance to excess;</li> <li>d. Sexual activity;</li> <li>e. Sleep, food, and/or water deprivation;</li> <li>f. Forced physical activity;</li> <li>g. Extended isolation;</li> <li>h. Overexposure to weather; or</li> <li>i. Any behavior described in NDCC Chapter 12.1-17-10.</li> </ul> <p>If behavior is found to be consistent with the definition of hazing, it will be treated as hazing regardless of whether individuals consented to the hazing. Anyone who is found to have knowingly planned, actively or passively participated in, or in any other way facilitated hazing is also responsible for hazing. Appropriate activities associated with University groups (e.g., physical activity required for participation in University-sponsored athletic teams) are not considered violations of this policy. For purposes of this section, "University group" includes, but is not limited to, recognized student organizations, clubs, teams, or any other group affiliated with the University.</p>
<p><b>Hazing (North Dakota Century Code (NDCC) 12.1-17-10)</b></p>	<p>A person is guilty of an offense when, in the course of another person's initiation into or affiliation with any organization, the person willfully engages in conduct that creates a substantial risk of physical injury to that other person or a third person. As used in this section, "conduct" means any treatment or forced physical activity that is likely to adversely affect the physical health or safety of that other person or a third person, or which subjects that other person or third person to extreme mental stress, and may include extended deprivation of sleep or rest or extended isolation, whipping, beating, branding, forced calisthenics, overexposure to the weather, and forced consumption of any food, liquor, beverage, drug, or other substance. The offense</p>

	is a class A misdemeanor if the actor's conduct causes physical injury, otherwise the offense is a class B misdemeanor.
<b>Hazing (Stop Campus Hazing Act (SCHA), Public Law 118-173)</b>	<p>The SCHA defines hazing 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:</p> <ol style="list-style-type: none"> <li>a. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and</li> <li>b. 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 including: <ol style="list-style-type: none"> <li>1. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;</li> <li>2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;</li> <li>3. causing, coercing, or otherwise including another person to consume food, liquid, alcohol, drugs, or other substances;</li> <li>4. causing, coercing, or otherwise inducing another person to perform sexual acts;</li> <li>5. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;</li> <li>6. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and</li> <li>7. 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.</li> </ol> </li> </ol>
<b>Student</b>	For purposes of this policy, the term student applies to all persons taking courses at and/or receiving instruction

	<p>through the University, whether credit hours are earned, full-time or part time, pursuing undergraduate, graduate, non-degree, or professional studies.</p> <p>The term student includes all persons who withdraw after allegedly violating this policy, who are not enrolled for a particular term but have a continuing relationship with the University, who have been notified of their acceptance for admission, or who are living in University residence facilities designated for students regardless of their current enrollment status.</p> <p>The term student includes both a student acting as an individual and students acting in a group and/or a student organization, unless otherwise noted.</p>
<b>Student Organization</b>	The term student organization means any number of persons who have complied with the formal requirements for University recognition/registration.
<b>Student Organization (SCHA definition)</b>	The term 'student organization,' for purposes of reporting under the SCHA means 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.

## PRINCIPLES

UND is concerned about the success, well-being, and safety of all members of the campus community and is committed to creating an atmosphere conducive to these principles. As such, hazing will not be tolerated in any form.

## PROCEDURES

In accordance with the SCHA the University compiles hazing statistics, notifies the campus community of the definition of hazing, reporting and response options, publishes a Hazing Transparency Report, and offers prevention education to the community.

### Compilation of Hazing Statistics

Beginning January 1, 2025, the University began tracking reports of hazing for the purpose of inclusion with the Annual Security and Fire Safety Report (ASFSR) in accordance with the requirements established by SCHA. Statistics will be included in the University's ASFSR starting with the 2026 publication.

# Hazing Policies and Laws

The University of North Dakota, state of North Dakota, and SCHA each define hazing. These definitions are provided in the [Definitions](#) section of this policy. In accordance with the Clery Act, UND uses the SCHA definition for reporting purposes.

## Reporting Incidents of Hazing

Reports of hazing may be made to the University, the University Police Department, and/or local law enforcement. Anyone with knowledge of hazing or concerning behavior is encouraged to share the information with the University through one of the following methods:

- Contact the University Police Department: (701) 777-3491 or 9-1-1
- Contact Community Standards & Care Network: (701) 777-2664 or [und.cscn@UND.edu](mailto:und.cscn@UND.edu)
- Submit a Student Conduct Complaint (see [Forms](#))
- Share a Concern (see [Forms](#))
- Submit an Anonymous Report (see [Forms](#))

## Investigating and Adjudicating Reports of Hazing

All reports and complaints of hazing are reviewed by the University. If a report or complaint is anonymous, the University may be limited in its ability to respond through an adjudication process because of the anonymous nature of the report or complaint. Student organizations and individuals are subject to this policy, and a single complaint may result in adjudication processes for both a student organization and individuals.

Reports and complaints against students and/or student organizations engaging in hazing are reviewed for possible student conduct action as established by the *Code of Student Life*. Potential violations may be referred to the administrative student conduct process or the student conduct suspension process. If referred to the student conduct suspension process, an individual or student organization may be suspended from the University. Other potential sanctions include probation, educational referrals, restrictions on access to University facilities and/or functions, no-contact directives, and loss of recognition of a student organization.

Reports and complaints of employees engaging in hazing are referred to Human Resources and reviewed for disciplinary action. Potential disciplinary sanctions under this policy for staff, faculty, and student employees may include verbal counseling, written warning/letter of reprimand, implementation of an improvement plan, education or training, unpaid suspension, salary reduction other restrictions or loss of privileges, or termination of employment.

Sanctions for staff employees are implemented in accordance with UND's Staff Handbook, North Dakota University System (NDUS) Human Resource Policies 25 and 27, and any other NDUS, State Board of Higher Education (SBHE), or UND policy governing staff disciplinary proceedings (see [Related Information](#)). Sanctions for faculty employees are implemented in accordance with UND's Faculty Handbook, SBHE Policies 605.3, 605.4, and 612, and any other NDUS, SBHE, or UND policy governing

faculty disciplinary proceedings (see [Related Information](#)). Sanctions for student employees are implemented in accordance with the student employment handbook and/or the *Code of Student Life*.

Reports and complaints of hazing may also be referred to the University's Sexual Misconduct, Title IX Sexual Misconduct, or Discrimination and Harassment processes (see [Related Information](#)). This decision is based on the nature of the information included in the report or complaint.

Members of the University community who report or file a complaint of hazing or are involved in a process related to the investigation and/or adjudication of a report of hazing may receive supportive measures as determined appropriate by the University. Supportive measures may include mutual no-contact directives, referrals to applicable student or employee resources, academic support and adjustments, living arrangement adjustments, course schedule and/or work schedule adjustments, escort services on-campus, safety planning, and/or other referrals. The University employee responsible for the process is responsible for determining and implementing supportive measures. This is typically the assistant vice president for student affairs and dean of students for students, the associate vice president for human resources for employees, or the assistant vice president for civil rights and Title IX for reports of hazing also involving reports of sexual misconduct, discrimination, or harassment.

It is a violation of this policy, and other University policies, to retaliate against someone who has reported or filed a complaint of hazing, is cooperating in an adjudicative process associated with hazing, is facilitating an adjudicative process on behalf of the institution, or for the purpose of dissuading an individual from reporting a violation of this policy.

## **Hazing Prevention and Awareness Programs**

The University provides a hazing prevention and awareness program to all members of the University community on an annual basis. The training includes the University's, state, and federal definitions of hazing, skill building and information related to bystander intervention, ethical leadership, and promotes strategies for building groups without hazing.

Students have access to an evidence-based training program through a student-based online education platform (Vector Solutions). All students are required to complete the training during the fall 2025 semester. Following the fall 2025 semester, all new students will be required to complete the training. Any student who fails to complete the training will receive information directly related to hazing prevention and awareness. All returning students will have access and be encouraged to complete the training on an annual basis. To be eligible to serve in an officer position in a UND recognized student organization, students must complete hazing prevention and awareness training or a program that the University determines to be an equivalent program.

Employees have access to an evidence-based training program through an employee-based online education platform (Vector Solutions). All employees are encouraged to complete the training on an annual basis. All campus security authorities, including student organization advisors and coaches, are required to complete the training on an annual basis.

# Campus Hazing Transparency Report

The University publishes a Campus Hazing Transparency Report, in compliance with the SCHA. The report includes:

- The name of any UND recognized student organization that has received a formal finding of violating UND's hazing policy;
- A summary of the findings and allegations including if the abuse or illegal use of alcohol or drugs was involved;
- Date of the incident(s);
- Dates of the investigation;
- Date the organization received notice of the process, the date the investigation and process ended; and
- The sanctions placed on the organization.

The report does not include any personally identifiable information.

Information included in the transparency report is maintained for a period of at least five years from the date of publication.

The University includes reports of hazing incidents that meet the criteria established in the SCHA and Clery Act in the statistics compiled for the University's ASFSR. The statistics included in the ASFSR are based on received reports. Information included in the Campus Hazing Transparency Report are based on findings of responsibility. As such, the information may not match when comparing the ASFSR and Campus Hazing Transparency Report.

The transparency report is published on the University's Jeanne Clery Campus Safety Act website under the hazing section, physical copies are available upon request. At a minimum, the transparency report will be updated twice a year, or after a finding of hazing against a student organization as defined by SCHA.

UND's website on hazing provides public access to the following:

- Links to the Campus Hazing Transparency Report and ASFSR.
- A link to UND's hazing policy, with references to hazing definitions from the University, state, and federal sources.
- Information concerning the differences in categorization and reporting of hazing incidents for the ASFSR and transparency report, and where statistics can be found.

## RESPONSIBILITIES

<b>Campus Security Authorities</b>	<ul style="list-style-type: none"><li>• Complete annual training related to hazing.</li><li>• Report incidents of hazing to the University.</li></ul>
<b>Community Standards &amp; Care Network</b>	<ul style="list-style-type: none"><li>• Facilitate the student conduct process for individual</li></ul>

	<p>students and student organizations.</p> <ul style="list-style-type: none"> <li>• Answer questions related to this policy as it relates to students.</li> <li>• Receive, review, and investigate reports and complaints of hazing against students and student organizations.</li> <li>• Provide assistance and support to students and student organizations involved in reports and complaints of hazing.</li> <li>• Assign recommended and required hazing training to students.</li> </ul>
<b>Human Resources</b>	<ul style="list-style-type: none"> <li>• Facilitate the employee adjudication process for reports against employees alleging hazing.</li> <li>• Answer questions related to this policy as it relates to employees.</li> <li>• Receive, review, and investigate reports and complaints of hazing against employees.</li> <li>• Provide assistance and support to employees involved in reports and complaints of hazing.</li> </ul>
<b>Student Involvement &amp; Parent Programs</b>	<ul style="list-style-type: none"> <li>• Work with Community Standards &amp; Care Network to identify and verify the completion of required hazing training for students.</li> </ul>
<b>University Police Department</b>	<ul style="list-style-type: none"> <li>• Investigate criminal complaints of hazing.</li> <li>• Provide safety-related support and services</li> </ul>

## RELATED INFORMATION

- [NDCC 12.1-17-10 – Hazing Penalty](#)
- [NDUS HR Policy 25 - Job Discipline – Dismissal](#)
- [NDUS HR Policy 27 - Appeal Procedures](#)
- [Public Law 118-173 - Stop Campus Hazing Act](#)
- [SBHE Policy 605.3 - Nonrenewal, Termination or Dismissal of Faculty](#)
- [SBHE Policy 605.4 - Hearings and Appeals](#)
- [SBHE Policy 612 - Faculty Grievances](#)
- [UND Annual Security & Fire Safety Report \(ASFSR\)](#)
- [UND Code of Student Life](#)
- [UND Faculty Handbook](#)
- [UND Policy - Alcohol & Drugs](#)

- [UND Policy - Discrimination and Harassment](#)
- [UND Policy - Sexual Misconduct](#)
- [UND Policy - Title IX Sexual Misconduct](#)
- [UND Staff Handbook](#)
- [UND Student Employee Resources](#)

## FORMS

- [Anonymous Crime Report](#)
- [Share a Concern](#)
- [Student Conduct Complaint](#)

## APPENDICES

There are no appendices associated with this document.

### Approval Signatures

#### Step Description

#### Approver

#### Date

Campus Comment	Jennifer Rogers: Director of University Policy	Pending
Executive Council (1st Reading)	Jennifer Rogers: Director of University Policy	02/2026
Policy Advisory Group	Jennifer Rogers: Director of University Policy	01/2026
Policy Office	Jennifer Rogers: Director of University Policy	01/2026
Policy Owner	Alex Pokornowski: Dean of Students/VP SA PAG Liaison	01/2026