

MUHLENBERG COLLEGE
ANTI-HAZING POLICY

Definition of “Hazing”:

Muhlenberg College (the “College”) adopts the Commonwealth of Pennsylvania’s definition of “hazing” which states:

A person commits the offense of hazing 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:

- (1) Violate Federal or State criminal law.
- (2) Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm.
- (3) Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
- (4) 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.
- (5) Endure brutality of a sexual nature.
- (6) Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

Hazing shall not include reasonable and customary athletic, law enforcement or military training, contests, competitions or events.

Meeting and Time Restrictions (General Program Restrictions):

All students at the College are recognized to have academic and collegiate obligations that must not be unduly restricted or constrained. Examples of improperly restrictive time requirements include, but are not limited to, the following:

- (1) Any activity or requirement that is so time consuming as to significantly interfere with class work or study time. This includes but is not limited to pre-initiation and initiation periods.
- (2) Conducting a new member-related activity between the hours of 12:00 a.m. and 6:00 a.m. Monday through Friday.
- (3) Permitting less than six (6) continuous hours of sleep for new members each night between 12 a.m. and 9:00 a.m.

(4) Conducting any non-academic new member activity within one (1) week of final examinations.

Requirements, Obligations and Responsibilities:

All membership requirements or obligations must in some way enhance the individual's emotional, spiritual, or intellectual development. In addition, all students shall have the following responsibilities under this Policy:

(1) Any person (new member, active member, guest, alumni/ae, College staff/faculty member) suffering or witnessing a hazing abuse must report the incident(s) to appropriate College officials.

(2) The appropriate organization officer (president, new member educator, team captain, etc.) must approve all new member-related activities before they occur.

(3) Membership-related activities should be kept within the properly reserved space. The activity must not interfere with the rights and activities of others, and should always reflect the best interest of the members of the chapter it represents and the college community as a whole.

(4) Student organizations shall be held responsible for any action or situation in violation of this policy, whether incurred by new member, active member, alumni/ae, or guests.

(5) Any reprisal or threat of reprisal taken against a person for reporting a violation of this Policy shall be considered a violation of this Policy, even if the organization is found innocent of the initial alleged charge.

(6) All allegations of hazing reported to the College will be investigated. If the investigation yields evidence of hazing, the College will then take appropriate disciplinary action against the individuals and/or organizations deemed responsible for the hazing. Any disciplinary action taken by the College shall be in addition to any criminal penalties levied against the individuals and/or organization. Charges against College organizations and individuals would be heard through the campus judicial process. Disciplinary action may include both punitive sanctions (e.g. fines, loss of privileges, suspension or expulsion of the organization and/or individual) and educational sanctions (e.g. programs, workshops, etc.).

(7) The College will support any victim of hazing if they choose to speak to the local police about the possibility of pressing criminal charges.

(8) This Policy applies to all College organizations, groups and individuals and is equally applicable on and off campus.