

LENOIR-RHYNE UNIVERSITY

Anti-Hazing Policy

Summary

To foster a safe, supportive, and healthy living and learning environment, Lenoir-Rhyne University enforces a clear student conduct policy against hazing. All forms of hazing, whether intentional or unintentional, are expressly forbidden. Hazing is defined as any action taken or situation created, whether on or off campus, for initiation, admission, affiliation, or continued membership in a formal or informal organization, that meets one or more of the criteria outlined below. Hazing can occur with or without consent.

These actions are inconsistent with the University's Core Values and violate the Code of Student Conduct.

Policy

A. Definition of Hazing

Hazing is 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:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and
- 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 physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - whipping, beating, striking, electronic shocking, placing 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 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;

- 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;
- posting harmful or demeaning content online; or
- “line-ups,” including but not limited to any activity where individuals are forced to answer questions or to endure any personal indignity.

B. Definition of an Organization

An organization is a group 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 members are students enrolled at the institution of higher education whether or not the organization is established or recognized by the institution.

C. Compliance with Federal and State Laws

Hazing is a crime under North Carolina General Statutes § 14-35 and is punishable by law. Under the federal Stop Campus Hazing Act adopted in 2024 (the “SCHA”), Lenoir-Rhyne University adheres to requirements for transparency, prevention, and accountability, including public reporting of hazing incidents and detailed prevention programs.

Hazing Prevention, Awareness and Education Programs and Strategies

Lenoir-Rhyne University is committed to implementing primary prevention programs and strategies to stop hazing before it occurs, including the following:

1. **Research-Informed Campuswide Education and Prevention Programs:** All organizations, coaches, and advisors—including registered clubs, band, athletic teams, and fraternity and sorority organizations—must participate in educational and training opportunities to discuss the contents of this policy, including the definition of hazing and its legal consequences, as well as prevention and intervention strategies. All organizations must institute and require of its members regular periodic training and education on hazing prevention and intervention not less frequently than [once per semester].
2. **Campus Communication:** At the start of each semester, Student Affairs will email all faculty, staff, and students to reinforce the policy, outline reporting procedures, and provide guidance on intervention and prevention strategies to support the community.
3. **Transparency:** Publicly accessible annual reports summarizing reported hazing incidents and their outcomes, in compliance with the SCHA.
4. **Risk Reduction:** Collaboration with campus organizations to identify and mitigate activities with hazing potential.

Reporting Hazing

A. Reporting Resources

All community members are encouraged to report hazing or bullying immediately. Reporting options include the [Confidential Hazing Reporting Form](#). Campus and community members may also report by contacting one of the following numbers:

- **Immediate danger:** Call 911.
- **Office of Public Safety:** 828-328-7146
- **Assistant Vice President for Student Affairs & Dean of Students:** 828-328-7246
- **Vice President for Athletics:** 828-328-7128
- **Director of Student Involvement and Leadership:** 828-328-7016

B. Anonymous Reporting

Reports may also be submitted anonymously through the University's [reporting portal](#) or hotline.

Investigation and Disciplinary Process

1. The Dean of Students Office will receive a report via the reporting form.
2. The Dean of Students or designee will initiate a thorough investigation involving all relevant parties.
3. The investigation process will align with the formal student conduct process and SCHA requirements.
4. Once the investigation is finalized, a report will be provided to the organization on the outcome of the investigation and relevant sanctions if found responsible.
5. All organizations found responsible will have the ability to appeal the decision to the Student Conduct Review Board based on the following:
 - a. The evidence did not warrant the decision;
 - b. The decision did not warrant the sanction;

- c. Proper procedures were not followed that may have had a bearing on the decision or the sanction; or
- d. One or more persons adjudicating the grievance exhibited prejudice that may have had a bearing on the decision or the sanction.

Retaliation Prohibited

The University strictly prohibits retaliation against individuals who report hazing in good faith.

University Annual Security Report (ASR)

In accordance with the SCHA, the University's ASR will report Clery Act crime statistics for hazing incidents for the previous three calendar years. Hazing incidents will be included in the University's ASR when the incident (i) is reported to a campus security authority or to local police agencies; (ii) occurred within the University's Clery Act geography; and (iii) meets the Clery Act definition of hazing.