



# Anti-Hazing University Policy

**Effective Date:** June 23, 2025

**Office Responsible:** Office of the Vice President for Student Affairs

**Review Cycle:** Annual

**Approval Date:** June 18, 2025

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Minot State University (MSU/University) is committed to cultivating a safe, respectful, and inclusive environment where every individual is treated with dignity and care. Hazing in any form is strictly prohibited across all University activities and settings. This prohibition is upheld regardless of an individual's willingness to participate, recognizing that such participation does not negate the harmful or coercive nature of hazing.

The University expressly forbids hazing and expects all members of the MSU community—including students, faculty, staff, and affiliates—to act in accordance with this policy, ensuring an environment free from hazing activities. This policy delineates the expectations for conduct related to hazing, establishes clear mechanisms for identifying and addressing violations, and emphasizes the importance of prevention, prompt reporting, and transparency. Through these measures, MSU aims to uphold a culture of safety, integrity, and respect for all members of its community.

## Purpose of the Hazing Policy

The purpose of this policy is to promote and maintain a campus environment that is safe, respectful, and inclusive for all members of the Minot State University community. It aims to prevent hazing behaviors, uphold the dignity of every individual, and foster a culture of integrity, accountability, and mutual respect.

## Hazing Policy Statement

Minot State University strictly prohibits hazing in any form. Hazing includes any act or situation, whether on or off campus, in person or virtual, that recklessly or intentionally endangers the physical or mental health or safety of an individual for initiation, admission, or affiliation with any University organization. Such behavior can occur regardless of an individual's willingness, and a lack of objection or apparent willingness does not negate the conduct as hazing.

All members of the University community—students, faculty, staff, and affiliates—are expected to uphold this prohibition and to report suspected hazing incidents promptly. Reports will be investigated thoroughly and impartially. Violations may result in disciplinary actions up to suspension or expulsion and could involve criminal charges under applicable law.

Minot State is committed to prevention through research-informed programs, including education on hazing risks, bystander intervention, ethical leadership, and fostering positive group cohesion without hazing—aiming to maintain a safe, respectful campus environment.

## Definitions

TERM	DEFINITION
<b>Campus Security Authority (CSA)</b>	A person or organization designated by the institution to be responsible for campus safety and security reporting. CSAs are required to report certain crimes they become aware of that occur on or near campus, particularly those that may pose a threat to students and the campus community. Their role is vital in ensuring timely communication of safety concerns, facilitating investigations, and promoting a secure campus environment.
<b>Hazing</b>	<p>A. Hazing includes any action or situation that recklessly, knowingly, or intentionally causes or creates a reasonable risk of physical or psychological injury to any person for the purpose of initiation, admission, affiliation, or membership in an organization.</p> <p>B. Hazing can occur on or off campus, in person or in virtual settings. The individual subjected to hazing does not need to regard or identify the act as hazing.</p> <p>C. Additionally, the fact that an individual does not object to and/or appears willing to participate in the activity does not signify that conduct is not hazing.</p> <ol style="list-style-type: none"> <li>1. This includes, but is not limited to, acts such as physical abuse, forced consumption of substances, or activities that cause humiliation, degradation, or risk to the individual.</li> </ol> <p>Examples of Hazing (but not limited to):</p> <ul style="list-style-type: none"> <li>▪ Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;</li> <li>▪ Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;</li> <li>▪ Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;</li> <li>▪ Causing, coercing, or otherwise inducing another person to perform sexual acts;</li> <li>▪ Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;</li> <li>▪ Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and</li> <li>▪ 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> </ul> <p><i>(North Dakota Hazing § 12.1-17-10 &amp; The Jeanne Clery Campus Safety Act, 20 U.S.C § 1092(f) (2024))</i></p>
<b>Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)</b>	Federal regulation federal regulation that mandates higher education institutions receiving federal funds to disclose details about their campus safety policies and recent crime data.

<b>Retaliation</b>	Engaging in intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured under this policy is strictly prohibited. This includes actions taken against individuals because they have made a report or complaint; testified or provided information; assisted in an investigation, proceeding or hearing; participated in any manner related to enforcement or implementation of this policy; or refused to participate in any such activities.
<b>Student Organization</b>	An organization within a higher education institution—such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government—comprising two or more members who are students enrolled at the institution, regardless of whether the organization is officially established or recognized by the institution.

## **Policy Details**

### **I. Scope**

- A. This policy applies to students, registered student organizations, student groups, and employees. It also extends to alumni, consultants, student organization advisors, and volunteers acting in an official and professional capacity who advise or coach student organizations or student groups and who have direct contact with students.
- B. The policy applies to any event, program, or activity organized, conducted, or operated on University property and/or anywhere off campus, including virtual spaces.
- C. The following factors do not preclude conduct from being considered a violation of this policy:
  1. Expressed or implied consent; or
  2. The conduct occurring outside of an official event or sanctioned event by a registered student organization or student group.

### **II. Prohibited Conduct**

- A. The following behaviors constitute a violation of this policy:
  1. Engaging in hazing as defined in this policy.
  2. Failing to report acts of hazing.
  3. Retaliating against any individual who reports hazing or participates in an investigation or disciplinary proceeding relating to hazing.
- B. Failure to intervene or prevent hazing may constitute a violation of this policy.
- C. Students who do not complete the required hazing prevention training are prohibited from participating in a registered student organization or student group.
- D. This policy does not apply to the following:
  1. Actions or concerns between individual students that are not related to membership or ongoing membership in a registered student organization or student group.
  2. Actions or concerns between employees that are not related to membership or ongoing membership within a registered student organization or student group.
  3. Training, competitions, or auditions that are legitimately relevant to the organization's core purpose, such as marching band or sport team tryouts.

### **III. Duty to Report to the University**

- A. Individuals have an obligation to report hazing to the University as follows:

1. All students and employees who receive a complaint of hazing or who observe or become aware of conduct reasonably believed to be hazing must immediately report all known information to the University.
  2. Alumni, consultants, student organization advisors, and volunteers acting in an official or professional capacity who receive a complaint or observe conduct reasonably believed to be hazing must also immediately report all known information to the University.
  3. Individuals required by law to maintain confidentiality are not obligated to report.
- B. The duty to report can be fulfilled by completing an online [Hazing Incident Report](#).
- C. Anonymous reports can be submitted via the University's Anonymous Reporting Form at <https://www.minotstateu.edu/safety/tip-form.shtml>. However, anonymous reporting does not fulfill the individual's obligation to report (e.g., Campus Security Authority (CSA) under this policy).
- D. Reporting to the University does not prevent an individual from also filing a report with law enforcement.

## **Procedures**

### **I. Receipt of Report**

- A. The University will promptly review all reports of hazing received through any reporting mechanism, including online reports, in-person reports, or anonymous submissions.

### **II. Interim Measures**

- A. To protect the health, safety, and well-being of all members of the University community, the University may implement interim measures as necessary. These measures may include, but are not limited to, suspension of individuals, restrictions on participation in activities, or other directives consistent with University policies and the Code of Student Conduct. Such measures may be enacted pending the outcome of investigations or disciplinary proceedings.

### **III. Investigation and Adjudication**

- A. An investigation into the reported hazing will be conducted promptly by the appropriate University office(s), which may include Student Conduct, Human Resources, and Campus Safety & Security, or other relevant departments. Investigations will be conducted thoroughly, impartially, and in accordance with established procedures. The process will respect the rights of all parties involved and will maintain confidentiality to the extent possible, consistent with the need to gather facts and ensure a fair process.
- B. Alleged violations of this policy will be adjudicated under relevant policies and rules, including the Code of Student Conduct for student-related violations, and applicable employment or organizational policies for staff, faculty, or student organizations.

### **IV. Sanctions/Corrective Action**

#### **A. Students:**

When a student is found to have violated this policy, potential sanctions may include formal reprimand, disciplinary probation, suspension, expulsion, and educational opportunities or sanctions designed to promote awareness and behavioral change.

#### **B. Employees:**

When an employee is found to have violated this policy, corrective actions may include reduction in supervisory duties and leadership responsibilities, changes in salary or position, demotion, termination of employment, and other appropriate disciplinary measures, which will be documented and become part of the employee's personnel record.

1. Notice of disciplinary action will be provided to the employee, and the corrective measures will be documented accordingly.

2. Student employees found in violation may be subject to sanctions similar to those for students, including suspension or termination from employment or student status.
- C. If a student organization is found to have violated this policy, the University may take actions including, but not limited to, revoking the organization's permission to operate on University property, rescinding its recognition status, or other sanctions designated to address the misconduct and prevent occurrence.
- D. When alumni, consultants, or volunteers are found to have violated this policy, the University reserves the right to take appropriate corrective or disciplinary actions, which may include restrictions on future involvement with the University.
- E. Violations of this policy may refer to law enforcement, as appropriate.

#### **V. Campus Hazing Transparency Report**

- A. The University will maintain a report of all violations of this policy and will publish this information on its publicly accessible Hazing Prevention website.
- B. The report must be updated biannually (at least 2 times a year), from the date on which the report was last published and ending on the date on which such an update is submitted.
- C. The report must include each incident involving a student organization found responsible for hazing. It should specify the organization's name, describe the violation (including any alcohol or drug abuse), outline the institution's findings, and list any sanctions imposed. The report must also include key dates: when the incident was alleged, investigation start and end dates, when the violation was determined, and when the organization was notified. Personal identifying information must be excluded to protect privacy.

#### **VI. Immunity**

The University recognizes that students may hesitate to report hazing due to concerns about potential consequences for their own actions. To encourage reporting and foster a safe environment, students who make a report under this policy or participate in an investigation related to hazing may be eligible to receive amnesty from certain disciplinary actions, as determined by the University.

#### **VII. Training and Education**

- A. All faculty, staff, student employees, graduate assistants, students, and other individuals designated by the University are required to complete training on anti-hazing, prevention strategies, and related topics as directed by the University. This training will be conducted in accordance with the requirements of the Stop Campus Hazing Act (SCHA) and other applicable regulations, with the goal of promoting awareness, prevention, and a safe campus environment.

POSITION OR OFFICE	RESPONSIBILITIES
<b>Campus Security Authorities (CSAs)</b>	<ol style="list-style-type: none"> <li>1. Report hazing incidents to Campus Safety &amp; Security.</li> <li>2. Complete training as directed by University.</li> </ol>
<b>Employees</b>	<ol style="list-style-type: none"> <li>1. Report hazing incidents to University as set forth in the policy.</li> <li>2. Complete training as directed by University.</li> </ol>
<b>Students</b>	<ol style="list-style-type: none"> <li>1. Report hazing to University as set forth in the policy.</li> <li>2. Complete training as directed by University.</li> </ol>

REPORT HAZING			
Topic	Office	Contact Number	Email/Website
Policy questions	Vice President of Student Affairs	701-858-3299	<a href="mailto:kevin.harmon@minotstateu.edu">kevin.harmon@minotstateu.edu</a>
Report to the University	Vice President of Student Affairs	701-858-3299	<a href="mailto:kevin.harmon@minotstateu.edu">kevin.harmon@minotstateu.edu</a> [University Reporting Form]
Anonymous report to the University	Anonymous Reporting Line		<a href="https://www.minotstateu.edu/safety/tip-form.shtml">https://www.minotstateu.edu/safety/tip-form.shtml</a>
Report to Campus Safety & Security	Campus Safety & Security	701-500-2423	<a href="https://www.minotstateu.edu/safety/index.shtml">https://www.minotstateu.edu/safety/index.shtml</a>
Report to Minot Police Department	Minot Police Department	Emergency: 9-1-1 Non-emergency: 701-852-0111	<a href="mailto:police@minotnd.gov">police@minotnd.gov</a>

## VIII. Policy Review and Updates

- A. This Policy and its procedures supersede any previous policy(ies) addressing hazing and/or retaliation. The Office of Student Affairs, in collaboration with the Director of Campus Security and the Title IX Coordinator, will review and update this policy annually to ensure continued compliance with federal and state laws and to evaluate the effectiveness of hazing prevention efforts. The University reserves the right to make necessary changes to this document; once updated and posted online, the revised version will be considered in effect.

The Vice President for Student Affairs (or designee) may make material variations to procedures with notice provided via the institutional website, including the effective date of such changes, especially when new laws or regulations require modifications not reflected in this Policy and procedures.

In the event of changes to applicable laws, regulations, or court holdings that impact this Policy, the document will be interpreted and updated to align with the most recent requirements and court holdings.

This Policy and its procedures are effective starting June 23, 2025.