

Anti-Hazing Policy

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II. INTRODUCTION

A. Purpose

Campbell University is committed to providing a safe and healthy campus environment for its students, faculty, staff, and visitors. Hazing is not permitted as part of the experience of being a student, a member, or potential member of an organization, an advisor, an athlete, a volunteer, or a person otherwise affiliated with the Campbell University community. The purpose of this policy is to define hazing and outline the procedures for reporting and adjudicating instances of hazing that may occur among the campus community.

B. Application and Scope

Persons

All students, employees, student organization, and individuals associated with student organizations (e.g. chapter advisors, volunteer coaches, club team coaches, etc.) are prohibited from hazing as defined in this policy.

Students include persons taking courses at the university (on-campus, off-campus, and/or online), who are full-time or part-time in undergraduate, graduate, or professional programs and studies. Students may also include those who are not officially enrolled for a particular term but who have a continuing relationship with the University (i.e., enrolled for spring semester and registered for fall semester courses, but are not enrolled for summer courses).

Employees include faculty and staff, full-time and part-time.

A person who is both an employee and a student may be subject to both student and employee processes outlined herein.

Conduct On and Off Campus

The prohibited conduct defined in this policy applies whether the act is committed on or off campus and regardless of the location or setting.

This policy applies to all alleged prohibited hazing conduct that is *reported* to Campbell University's Office of Student Life & Christian Mission, Title IX Office, or Campus Safety on or after June 23, 2025. (See Section III. Reporting). This means that possible hazing conduct that occurred prior to June 23, 2025, is subject to this policy if the report was not made until on or after June 23, 2025.

Addressing Complaints of Retaliation

Retaliation against another person for making a good faith report of a violation of this policy, or for participating in an investigation or proceeding related to the alleged violation of this policy is

prohibited.

- The University *Personnel Manual*'s definition and process regarding retaliation shall apply when an employee is alleged to retaliate against a person.
- The *Student Code of Conduct* adjudication process shall apply to and address "Student Retaliation" defined herein.

Hazing Involving Sexual Misconduct

The purpose of this section is to ensure reports of hazing are addressed in accordance with the Stop Campus Hazing Act (2024). Reported hazing incidents may involve sexual misconduct or conduct that falls under the purview of Title IX. The Title IX Policy and Procedures apply to all students (including full-time, part-time, undergraduate, and graduate students) and all employees. Reported hazing incidents involving sex-based conduct that falls under Title IX shall be investigated in accordance with the University's Title IX Policy and Procedures to include the applicable sex-based offenses and defined offenses of this Anti-Hazing Policy.

To ensure compliance with the Stop Campus Hazing Act, which requires publication of a Campus Hazing Transparency Report, any hazing alleged within Title IX subject matter is to be investigated to fulfill the information requirements of the Campus Hazing Transparency Report. If the Title IX matter is dismissed related to the sexual misconduct offense(s) prior to or during the investigation stage, an investigation may proceed on the hazing offense alleged to the extent that an investigation report should be generated for and referred to the Office of Student Life & Christian Mission. The purpose of an investigation report is to provide information for the Office of Student Life & Christian mission to determine whether an Anti-Hazing Policy violation occurred, as well as identify required information for the Campus Hazing Transparency Report. (See Section IX(A) below)

Hazing Reported to the University and Violations of Law

The University is required to investigate incidents of Hazing under the Stop Campus Hazing Act (2024) in accordance with this policy. The Violations of Law section of the Student Code of Conduct, allowing the University to refer a criminal or civil violation of law to proper authorities, does not alleviate the federal statutory requirements imposed upon the University –including investigating incidents of hazing and publishing hazing statistical information.

III. REPORTING

A. Required Reporting for Campus Security Authorities

Campus Security Authorities (CSAs) are Campbell University officials, who may be student-workers or employees, with significant responsibility for student and campus activities. CSAs generally include those who work in Greek Life, Residence Life, Athletics, Student Life, and those who advise student organizations. ("student organization" is defined in this policy under Section V. Prohibited Conduct).

CSAs are required to report incidents of hazing to the Office of Student Life & Christian Mission by contacting:

Allison Shell

Phone: (910)-893-1417 | E-mail: shella@campbell.edu

Have questions about CSAs?

Please contact:

Danielle Evans

Director of Compliance and Title IX Coordinator

Phone: (910)-893-1217 | E-mail: devans@campbell.edu

B. Voluntary and Anonymous Reporting

Any Campbell University community member with knowledge about student hazing that occurs is expected to report the incident to Student Life & Christian Mission, or Campus Safety. Third parties not affiliated with the University may also submit reports of hazing. Anonymous reports may also be made. Hazing incidents should be reported to the Office of Student Life & Christian Mission by contacting:

Allison Shell

Phone: (910)-893-1417 | E-mail: shella@campbell.edu.

Another avenue of reporting hazing anonymously is through Campus Safety's Silent Witness reporting form, available online: cuweb.wufoo.com/forms/silent-witness.

IV. AMNESTY

The University encourages students to seek help and assistance when they know about hazing. Students' well-being and safety is of the utmost importance, and timely intervention of a potentially dangerous situation is critical. Some students and employees may be hesitant to report because they believe they may be subject to discipline for reporting hazing incident(s) they were witness to, or for engaging in alcohol or drug use at the time the hazing occurred.

Active bystanders who call for help or report to assist the person subject to hazing will not be subject to a violation of this policy, or other drug or alcohol related offenses in the Student Code of Conduct if the report is made in good faith.

Individuals who are victims of hazing shall not be subject to a violation of this policy for reporting the hazing incident they were subject to or other drug or alcohol related offenses in the Student Code of Conduct.

The *Medical Amnesty Policy* in The Student Code of Conduct (for students), and the *Whistleblower Policy* in the *Personnel Manual* (for employees) shall apply to protect the person who called for help and the person needing assistance or victimized by hazing.

V. Prohibited Conduct

A. Hazing Policy Offenses and Definitions

Hazing: any intentional, knowing, or reckless act committed by a person (whether individual or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that –

- a. Is committed in the course of an initiation into an affiliation with, or the maintenance of membership in, a student organization; AND
- 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 but not limited to –
 - Whipping, beating, striking, electronic shocking, placing of 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 other similar activity;
 - 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; and
 - 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.

"Student organization" is defined as an organization at Campbell University (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 Campbell University, whether or not the organization is established or recognized by Campbell University.

Student Retaliation: adverse action taken by a student against another person for making a good faith report of a violation of this policy, or for participating in an investigation or proceeding related to the alleged violation of this policy.

Adverse action: any conduct that causes or would reasonably cause a person to be dissuaded from making or supporting a good-faith report, including dissuaded to participate in an investigation or proceeding related to the alleged violation of this policy.

Good faith report: a disclosure or report of a potential violation of this policy, made with a reasonable belief in truth of the violation occurring. A report may be initiated in good faith

regardless of whether the complaint is ultimately founded or unfounded.

VI. Emergency Removal

The University prioritizes the health, safety, and well-being of its campus community members. At any time upon receiving information about individual or student organizational behavior related to hazing incidents, the University is authorized to assess and determine whether a student, employee, or student organization poses an immediate threat of harm or danger that warrants immediate or emergency action (ex., involuntary withdrawal, removal, leave, etc.) to stop or mitigate the threat or danger. Applicable policies for the University to remove a student, employee, or student organization from campus and/or educational program on an emergency basis may include but are not limited to CUBIT or BAT policy (for students), or the *Personnel Manual's* Workplace Violence policy (for employees).

VII. Investigation and Adjudication

Reports of Hazing incidents within student organizations will be investigated by the Office of Student Life & Christian Mission using the offenses and related definitions in this policy. After an investigation of student organization Hazing, the Office of Student Life & Christian Mission will proceed to adjudicate the matter in accordance with its procedures outlined below. Reported incidents of employee misconduct where an employee is alleged to engage in Hazing will be referred to the Office of Human Resources for investigation and adjudication in accordance with the *Personnel Manual*.

- A. Both individual students and student organizations may be investigated under a single investigation when the alleged conduct arises out of the same set of alleged hazing facts or circumstances. In an adjudication process, both individual students and student organizations may be assigned responsibility and assessed sanctions. For example, in addition to a student organization found responsible for hazing that is assessed a sanction of "loss of privileges," an individual student also found responsible for the same alleged hazing may be assessed a separate sanction, such as suspension.

Student Conduct

In the conduct process, the student alleged to violate this policy has the following rights:

- To be advised in writing of the factual allegations giving rise to the violation of this policy
- To be advised in writing of the policies allegedly violated
- To respond to the written statement/information provided
- To review their conduct record
- To voluntarily accept responsibility for the violation and move directly to sanctions
- To appeal the decision from a hearing

Notice of the factual allegations and alleged policy violations and other information about the investigation and adjudication process will be provided to the student via their Campbell University e-mail. All notices and information sent to the student's Campbell University e-mail address are deemed

received and effective upon the date sent.

Student Conduct Investigation:

Upon receipt of reported hazing, the Office of Student Life & Christian Mission will assign an investigator, who may be internal to the university or an outside party. The investigator will then take the following steps:

- Commence a thorough, reliable and impartial investigation;
- Complete the investigation promptly;
- Gather evidence including witness statements;
- Write an investigation report, which includes the original report, evidence, witness statements, and any other relevant information.

During meetings with the assigned investigator or any subsequent proceedings, the parties may have an advisor or advocate accompany and assist them at their expense. This advisor can be anyone, including an attorney. However, the role of the advisor is observer only; the advisor may not actively participate in the proceedings.

Investigation interviews may be recorded by the assigned investigator. Other recordings by parties, witnesses, and others are not allowed.

Student Conduct Adjudication:

The Executive Student Conduct Committee will review the investigation report, conduct a Formal Hearing in accordance with the Community Standards Conduct Process, and render a decision and resolution.

The Executive Student Conduct Committee is composed of faculty members, including two (2) University Deans. The Vice President for Student Life and Christian Mission convenes the Committee but is a non-voting member. This Committee serves as a hearing board for violations of the Code of Honor, Code of Conduct and other institutional policies. The Executive Student Conduct Committee may impose sanctions within the range of possible sanctions listed below. Decisions made by the Executive Student Conduct Committee may be appealed to the Executive Appeals Committee.

Students and others may participate in the Formal Hearing to the extent provided in the Community Standards Conduct Process, to include:

- During a Formal Hearing, a student may speak to the Committee on their own behalf.
- The student may bring another person or persons who have direct knowledge of the situation to speak on their behalf.
- One or both parents or one faculty member are allowed to attend a formal hearing; however, they are not allowed to participate.
- Non-students are not permitted to participate in the formal hearings unless they were directly involved in the incident or have direct knowledge of the situation.

- Students are not allowed to have an attorney speak on the student's behalf at a University hearing.

After a Formal Hearing, the Executive Student Conduct Committee will issue a decision and resolution. A decision and resolution includes a determination of whether a person or student organization is found responsible for violating policy. If a determination of responsibility is found, the Executive Student Conduct Committee will also decide on sanctions.

Possible Sanctions

The range of possible sanctions assessed against individual students that may be imposed after a finding of responsibility for violating policy may be found at the "Possible Sanctions" section of The Student Code of Conduct, and provided here for ease:

- Reprimand: An official warning that a future violation will result in more severe sanction(s).
- Service in the community: A student will be required to participate in a program set forth by the hearing committee of specific service to the surrounding community or the University. Community Service hours must be conducted through pre-approved venues from the Community Standards office before completing hours.
- Restitution and/or Fines: A student is required to reimburse/compensate the University or another person for damages or lost property. The student may be fined for a violation of the University's policies.
- Loss of Privileges: A student's privileges may be suspended/prohibited from a university activity/program for a designated time. This could include but is not limited to SGA, CAB, or other student groups and activities, Club or Organization sponsored activities or programs, intramural sports and/or intercollegiate athletics, and Guest Policy Privileges.
- Educational Activity: A student may be required to complete an educational activity or project that can include, but is not limited to an article review, research paper, reflection paper, participate in an educational hall program, or write a letter of apology. Educational activities or projects will be specified by the Office of Community Standards.
- Removal from University Housing: A student may be excluded from living in university owned housing for a period of time. If a student is removed from housing for conduct violations, it is considered a breach of the housing contract, and no refunds will be issued.
- Counseling/Education Seminar: A student may be required to participate in a program, seminar, and/or assessment at the student's expense.
- Probation: A student receives written notification of an official warning that their conduct is a violation of the policy of the University. The status of this student is in jeopardy and under the careful watch of the University. The student may continue to be enrolled, yet this depends upon the student's adherence to the rules, regulations and procedures of the Code of Conduct, Honor Code and/or Residence Hall Regulations. Further violations may result in immediate suspension and/or expulsion from the University.

- **Suspension:** A student may be suspended from the University for the remainder of the current semester and one or more of the following semesters. The student may not be on the University campus or enroll in any University classes during the period of the suspension. Students who are suspended must reapply for admission to the University through the Office of Admissions.
- **Expulsion:** A student is dismissed from the University permanently. *If a student is suspended or expelled, a refund for tuition or housing will not be issued.

Below is the range of sanctions that Campbell University may apply against a student organization upon a finding that the student organization violated the Anti-Hazing Policy. Student organizations may face additional and separate sanctions under other laws and policies including but not limited to Greek Life Statement of Policies, Campbell University Code of Honor and Student Code, and NCAA rules. *Any* student organization found in violation of this Anti-Hazing Policy may receive one or more of the following sanctions:

- **Probation:** An official warning to the student organization that a future violation will result in more severe sanction(s).
- **Restitution and/or Fines:** A student organization is required to reimburse/compensate the University or another person for damages or lost property.
- **Education and Training:** A student organization may be required to participate in a program, seminar that can include but not be limited to Restorative Justice, Bystander Intervention, Alcohol and Drug Education, Medical Safety, Leadership Development, etc.
- **Loss of Privileges:** A student organization's privileges may be suspended/prohibited from a university activity/program for a designated time.
- **Removal from University Housing:** Any fraternity, sorority, athletics team, or other student organization that has been provided with a University owned facility house may have that space revoked for a period of time.
- **Suspension:** A student organization receives written notification of an official warning indicating the organization's recognition/charter is in jeopardy. The student organization may not hold any organization events/activities or participate in any university sponsored events such as Homecoming. The length of suspension may be for the remainder of a semester or one or more semesters.
- **Forfeiture:** A student organization receives written directive that it will forfeit its participation in one or more Campbell sponsored events. This could include required forfeiture of one or more athletic games or events, regardless of whether the games or events are held during conference or contracted games that have a buy-out provision.
- **Revocation:** A student organization's recognition/charter may be revoked from the University for the remainder of the current semester, one or more of the following semesters, or permanently.

The decision and resolution will be shared with the appropriate parties in writing and sent to the appropriate parties via their Campbell University e-mail address. The determination regarding

responsibility becomes final either on the date that the University provides the parties with the written determination of the result of any appeal, or, if no party appeals, the date on which an appeal would no longer be considered timely.

Student Conduct Appeals:

A decision reached by the Executive Student Conduct Committee and/or sanctions imposed by the Committee may be appealed by the student to the Executive Appeals Committee (EAC). The EAC is chaired by the Vice President for Student Life and Christian Mission and consists of members of the Executive Administration. The University's General Counsel may act as a non-voting advisor to this Committee. This Committee considers appeals of decisions made by the Executive Student Conduct Committee, the Title IX Council, and CUBIT/BAT appeals. The Committee does not hear personal appeals or oral arguments. The EAC may affirm, reduce, or increase sanctions; or the matter may be returned to the original conduct committee to re-open the formal hearing for reconsideration of the original decision and/or sanctions. Decisions reached by the EAC are final.

Appeals must be submitted, in writing, through the Office of Student Life and Christian Mission to within three (3) university business days after notification of the Executive Student Conduct Committee decision, to:

Shana Stewart

Executive Assistant to the VP of Student Life & Christian Mission

Phone: (910)-893-1540 | E-mail: sstewart@campbell.edu

Additional evidence will not be considered, except as set forth below. The appeal is to determine if:

1. The formal hearing was conducted fairly.
2. The decision was based on facts sufficient to establish that a violation of the Anti-Hazing Policy had occurred.
3. The sanction imposed was appropriate for the violation that occurred.
4. To consider new information sufficient to alter the decision if this information was not available to the student at the formal hearing.

The EAC may take the following actions:

- Overturn the decision and no further action taken;
- Return the matter to the Executive Student Conduct Committee to reopen the formal hearing and allow reconsideration of the original decision and/or sanction;
- Modify the sanction(s) issued by the Executive Student Conduct Committee; or
- Uphold the decision, which decision is then final and binding upon the student.

The EAC decision will be shared with the appropriate parties.

B. Employee Conduct

An investigation of the student organization may occur simultaneously with an investigation of individual employee conduct. The university's *Personnel Manual*, applicable to Campbell employees, applies to individual employee conduct related to possible hazing.

Investigation and Adjudication:

Employees who are alleged to be engaged in hazing will be referred to the Office of Human Resources for the reported conduct to be investigated and adjudicated in accordance with the applicable policy and procedures of the *Personnel Manual*.

Employee Participation in Hazing Investigations:

Employees are required to participate in hazing investigations and adjudication processes. Refusal to participate in a hazing investigation and adjudication process is considered a violation of this policy subject to the range of employee sanctions outlined in the *Personnel Manual*.

VIII. North Carolina Anti-Hazing Law Information

Students should be aware that hazing is also a criminal offense defined under North Carolina state law (North Carolina General Statute § 14-35). A violation of the state's hazing law constitutes a Class 2 misdemeanor.

The University's definition, process, and possible sanctions for addressing hazing incidents are different than the state law definition, applicable criminal justice process, and criminal punishments.

The University addresses hazing as defined under this Anti-Hazing Policy, while local law enforcement would address hazing under the North Carolina law definition. While the processes for investigation are also different, the University shall conduct its own investigation under this policy alongside or at the same time as a criminal investigation conducted by law enforcement.

IX. Hazing Prevention

The University recognizes that hazing poses significant physical and psychological risks to individuals and undermines the positive aspects of belonging at Campbell. Prevention efforts focus on educating the campus community on the dangers of hazing as well as promoting positive alternatives to inclusion and membership. The University aims to make a positive impact by maintaining a campus environment that is safe and fostering positive group social interaction and learning.

A. The Campus Hazing Transparency Report

The University must develop a Campus Hazing Transparency Report summarizing findings concerning any established or recognized student organization found to be in violation of Campbell's standards of conduct relating to hazing.

The Campus Hazing Transparency Report must include each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation including:

- The name of the student organization;
- A general description of the violation that resulted in a finding of responsibility, including:
 - Whether the violation involved the abuse or illegal use of alcohol or drugs,
 - The findings of the institution, and
 - Any sanctions placed on the student organization by the institution, as applicable;
- The dates on which:
 - The incident was alleged to have occurred
 - The investigation into the incident was initiated
 - The investigation ended with a finding that a hazing violation occurred, and
 - The institution provided notice to the student organization that the incident resulted in a hazing violation.

After publication, the Campus Hazing Transparency 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 update is submitted.

B. Education and Training

The University will provide regular mandatory education and training programs on hazing prevention for students and employees. These programs include information on recognizing hazing, safe bystander intervention strategies, and reporting procedures under this policy.

Primary Prevention Strategies

The University focuses on primary prevention strategies to stop hazing before it occurs. Primary prevention strategies target new members of the campus community. New campus community members primarily include incoming freshman, transfer, and new graduate students.

The educational component to prevention is to disseminate information on topics relevant to hazing behaviors and incidents. Training and education topics may include, but are not limited to, alcohol use and abuse, safe bystander intervention, conflict resolution strategies, how to set and respect personal boundaries, identifying unsafe practices and behaviors, and hazing reporting mechanisms. Other topics may include information specific to campus culture or trending issues in higher education spaces.

Training on hazing topics is available to the campus community and may be requested by contacting:

Danielle Evans

Director of Compliance & Title IX Coordinator:

Phone: (910)-893-1217 | E-mail: devans@campbell.edu

Policy Review:

This policy may be reviewed and updated at any time to ensure compliance with federal, state, and local laws, and to reflect best practices in addressing hazing incidents.