

Rider University Anti-Hazing Policy

PHILOSOPHY

At Rider University, supporting the health and well-being of our students is paramount. We believe deeply in human dignity and seek to create a learning and living environment that supports an atmosphere of social and moral responsibility. Therefore, we are committed to ensuring that the University Community is informed about the harmful consequences associated with hazing and knows how to take an active role in preventing it from happening within their social settings and on campus. A program or group which includes hazing is contrary to the University's mission to prepare graduates to be responsible citizens who contribute meaningfully to society. Hazing also erodes the educational and personal development of our students. As such, hazing has no place within the University and our community.

The State of New Jersey solidified its commitment to addressing this important matter with The Timothy J. Piazza Antihazing Law (njleg.state.nj.us/2020/Bills/S0500/84_R2.PDF), which addresses prevention, enforcement, and transparency surrounding hazing activity on higher education campuses. This law applies to student organizations of all types, including fraternities and sororities, athletic teams, student clubs and performing arts groups. Violation of this law constitutes a crime and penalties include fines and, potentially, incarceration.

APPLICABILITY AND PURPOSE

This Rider University Anti-Hazing Policy applies to all University organizations, groups and individuals and is applicable to conduct on-campus and off-campus. It also applies to other persons associated with student organizations. Faculty, staff, campus security authorities, alumni, students, and parents must report any hazing allegations to the Public Safety as soon as practicable. Rider University strictly prohibits hazing of any kind in any student organization. The purpose of this Policy is to: 1) reaffirm the University's Anti-Hazing Policy; 2) identify how the University will enforce this Policy; and 3) identify resources for reporting violations of this Policy.

UNIVERSITY REGULATIONS

Rider University defines **Hazing** as:

1. Any action taken, or situation created that negligently, recklessly, intentionally or unintentionally subjects any person to the risk of bodily harm, mental or physical

discomfort, harassment, embarrassment, ridicule, emotional or mental brutality or degradation, abuse, torture or interferes with academics or the health and safety of a student, or causing or encouraging any person to commit an act that would be a violation of law or University regulations, for the purpose of initiating, promoting, fostering, or confirming any form of affiliation with a student group or organization.

2. Soliciting, encouraging, aiding, assisting or directing another to engage in hazing.
3. Intentionally or knowingly permitting hazing to occur.
4. Having first-hand knowledge that a specific hazing incident has occurred and failing to report said knowledge to University authorities.
5. Observation by a member of a student group or organization of any hazing activity without reporting the incident to University authorities.

Rider University defines **Aggravated Hazing** as:

Hazing that results in serious bodily injury or death to a student and where:

1. The person acts with reckless indifference to the health and safety of the student;
or
2. The person causes, coerces, or forces the consumption of an alcoholic liquid or drug by the student.

The express or implied consent of a person is not a defense to any hazing activity described above. It is also not a defense that the conduct was encouraged, sanctioned, or approved by a student organization.

Examples of hazing include, but are not limited to:

- » Forced or coerced consumption of alcohol or other drugs;
- » Forced or coerced consumption of any substance (food, liquid, alcoholic liquid, drug or other substance) which subjects the student to a risk of emotional or physical harm;
- » Dietary restrictions of any kind;
- » Sleep deprivation, or permitting or requiring less than six consecutive hours of sleep each night;
- » Creation of excessive fatigue;
- » Calisthenics or any type of physically abusive exercise (sit-ups, push-ups and runs);
- » Exposure to the elements, whether nude or clothed;
- » Enduring brutality of a physical nature, including paddling, whipping, beating, branding, calisthenics, exposure to the elements, physical abuse, psychological abuse, deception or shocks;

- » Pushing, shoving, punching, tackling or any other physical abuse;
- » Enduring brutality of a sexual nature or participation in sexual rituals or assaults;
- » Mentally abusive or demeaning behavior;
- » Tattooing or branding;
- » Throwing anything (garbage, water, paint, etc.) at an individual;
- » Photos, videos, posts or comments on social media of violent, illegal or embarrassing activities;
- » Forced or coerced turning over of social media passwords/accounts;
- » Any activity which interferes with one's ability to study or complete one's course of study (class attendance, preparation, study time, etc.);
- » Work projects without the participation of the full membership;
- » Conducting unauthorized activities including scavenger hunts, treasure hunts, quests, road trips, kidnapping, paddle hunts, big brother/little brother hunts, big sister/little sister hunts, sneaks, drops, drop-offs, compelling an individual or group of individuals to remain at a certain location or transporting anyone anywhere, within or outside Lawrenceville, NJ or any other such activities;
- » Compulsory servitude of any nature (food runs, personal errands, carrying books, cooking, cleaning, academic work, etc.);
- » Assigned or endorsed pranks such as borrowing or stealing items, painting property or objects;
- » Verbal harassment including yelling, screaming, ridicule, making derogatory or degrading statements, or calling individuals demeaning names;
- » Conducting a new member related activity between the hours of 12:00 midnight and 6:00am, or awakening individuals during these hours;
- » Conducting activities which do not allow adequate time for study during pre-initiation or initiation periods;
- » Line-ups, kangaroo courts, or any interrogation not consistent with the legitimate testing for information about the purposes and history of the organization;
- » Theft, defacement or destruction of private or public property;
- » Publicly wearing apparel which is conspicuous and not normally in good taste;
- » Deceptions and/or threats contrived to convince new members that they will not be initiated or hurt;
- » Requiring the use of a side door entrance not normally used to enter a building;
- » Requiring the answering of phones or doors with songs, chants, riddles;
- » Requiring yelling or screaming upon entering or leaving a facility;
- » Requiring new members to "greet" initiated members, with the intent to embarrass;
- » Requiring individuals to walk or march in formation of any kind;

- » Requiring members to escort each other on campus;
- » Not permitting individuals to speak for extended periods of time and/or forced exclusion from social contact;
- » Conduct that could result in humiliation or extreme embarrassment;
- » Dressing alike, with the intent to embarrass;
- » Preventing any person from practicing personal hygiene;
- » Requiring the carrying of items such as paddles, bricks, pumpkins, rocks, coins, pledge books, lunch boxes, dog collars, signature books, items for members, etc.;
- » Engaging in public stunts and buffoonery, public displays, nudity or greetings;
- » Assigning or endorsing “pranks” (stealing composites, trophies, mascots, etc.);
- » Enduring any other activity that creates a reasonable likelihood of bodily injury to the student; and/or
- » Forcing, requiring or endorsing new members/associate members to violate any University, policy or any local, State or Federal laws.

Hazing may occur when otherwise authorized or permissible conduct crosses the line into impermissible conduct. Alternatively, activities operationally or procedurally required in accordance with University rules and regulations do not constitute hazing (i.e., permissible punishment, physical or mental hardships associated with training or practice, administrative corrective measures, extra instruction or corrective training). Hazing does not include reasonable and customary athletic, law enforcement or military practices, training, contests, competitions or events. However, the hazing of University athletic teams or individual members of athletic teams is prohibited under this Policy.

Definitions Applicable to This Policy

For purposes of this Policy, the terms “risk” and “brutality” should be read broadly. **Risks** include potential risks, however slight. **Brutality** includes any activity with a reasonable likelihood of endangering another person’s mental or physical health or safety.

Bodily Injury means: Impairment of physical condition or substantial pain.

Serious Bodily Injury means: Bodily injury which creates a substantial risk of death or which causes serious, permanent disfigurement, or protracted loss or impairment of the function of any bodily member or organ.

Meeting and Time Restrictions

All students are recognized to have academic and University 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 midnight to 8 a.m.
3. Permitting less than six (6) continuous hours of sleep for new members between midnight to 9 a.m.
4. Conducting any non-academic new member activity within one week of final examinations.

Student Responsibilities

Students have the following responsibilities under this Policy:

1. Student leadership (officers, president, new member educator, etc.) are responsible for informing members (pledges, new members, associate members, affiliates, advisors, guests) of this Policy.
2. The appropriate organization officer (for example, coach, president, new member educator, team captain, etc.) must coordinate all new member and/or team organization activities with the relevant University official/corresponding approving office before those activities 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 University community as a whole.
4. Student organizations (and individual students) may be held responsible for any action or situation in violation of this policy, whether incurred by new member, active member, alumni/ae, or guests.

Enforcement

Any violation of this Policy by a student or student organization shall be deemed a violation of the Rider University Student Code of Social Conduct and may also be a violation of Rider's Anti-Harassment and Non-Discrimination Policy. All allegations of Hazing and Aggravated Hazing involving a student or Student Organization shall be

addressed consistent with the Office of Community Standards Conduct Process, found here: rider.edu/about/offices-services/community-standards/conduct-process.

1. Any allegations that an organization has engaged in hazing activities will result in a thorough investigation by Public Safety and relevant University offices. All new member/associate member activities will be suspended pending the outcome of the investigation. If the investigation yields evidence of hazing, the University will then take appropriate disciplinary action against the individuals and/or organizations deemed responsible for the hazing. Individuals involved in alleged acts of hazing and/or individual officers who knew of or should have known of these activities may also face charges pursuant to the Student Code of Social Conduct and/or the Anti-Harassment and Non-Discrimination Policy.
2. Any retaliation taken against a person for reporting a violation of this Policy will be considered a violation of this Policy, even if the organization is found not responsible for the initial alleged charge.
3. In all cases of alleged violations of this Policy, relevant alumni and the local/regional/national/international headquarters of the organization will be notified.
4. The University will assist any victim of hazing if they choose to speak to the local police about the possibility of pressing criminal charges.

As organizations or corporations, fraternities and sororities and other student organizations are expected to follow federal, state, university, and local rules, regulations and policies that are applicable to such groups. Fraternities and sororities also are expected to comply with the policies and rules of their respective national organizations. Furthermore, fraternities and sororities and their national organizations are responsible and will be held accountable for the actions of their members and violations of these standards of care when the behavior is related to fraternity or sorority life.

The University shall have no obligation to enforce the policies and rules of a national Greek organization; the national Greek organization is responsible for the supervision of its chapters and the enforcement of its policies and rules.

Sanctions

Students deemed or found responsible for violating this Policy face disciplinary action pursuant to the Student Code of Social Conduct and potentially the Anti-Harassment and Non-Discrimination Policy. Individual students found responsible for violating this Policy may be placed on probation, suspended, dismissed, subjected to expulsion (potentially indefinitely and permanently), or issued any other sanction(s) found in the Student Code

of Social Conduct. Individual students may also be fined, and the University may withhold diplomas or transcripts pending compliances with the rules or payment of fines.

Student organizations may be placed on probation or deferred suspension, lose privileges, lose University recognition, be prohibited from operating on campus or to otherwise operate under the sanction or recognition of the institution, and/or issued any other sanction(s) found in the Student Code of Social Conduct. For fraternity and sorority chapters, this includes sanctions that may be imposed by local/regional/national/international organizations.

Employees found responsible for violating this Policy may be subject to corrective or disciplinary action, up to and including termination.

Any violation of this Policy by alumni or those outside the University community may be subject to: 1) “persona non grata” (PNG) status, subject to prosecution for trespass, should they be found on University premises; and/or 2) notification to the appropriate authorities for behavior detrimental to the University community.

Anyone who engages in conduct in violation of this Policy may also face criminal charges under New Jersey State law, including but not limited to charges and sanctions associated with a criminal misdemeanor, or felony and/or monetary fines. State authority failure to prosecute is not a defense to this Policy.

How to Report Violations of this Policy

The University expects all members of the University community who believe that they have witnessed, experienced, or are aware of conduct that constitutes hazing in violation of this Policy to report the conduct directly to Public Safety at 609-896-7777, or by using the Department of Public Safety Incident Referral Reporting Form found at rider.edu/report-and-support. The Department of Public Safety Incident Referral Reporting Form allows for both anonymous and personally identifiable reports.

Members of the community who are seeking additional information regarding this Policy are welcome to contact the Office of Public Safety, Office of Community Standards, or the Office of Campus Life. Please note that, in some situations, individuals in those offices will be required to report the conduct.

Help Seeker and Safe Harbor

The welfare of each person in the Rider University community is paramount, and the University encourages students to offer help and assistance to others in need. Because the University understands that fear of disciplinary action may deter requests for emergency assistance, this statement was created to alleviate such concerns and reduce hesitation by Rider students to seek help. Students are expected to immediately report conduct or activity which poses a danger to the community or its members. For example, all students are expected to seek appropriate assistance for themselves or others in situations where help is needed to ensure proper care of a person who is significantly intoxicated or under the influence of drugs. Students should not hesitate to seek help because of fear of disciplinary action.

In good faith reports regarding hazing or retaliation, witness(es) and complainant(s)/victim(s) will not be charged with policy violations through the Office of Community Standards Conduct Process for hazing or personal use of alcohol or drugs which are disclosed in the report.

Under New Jersey Anti-Hazing Law, immunity from prosecution for hazing is available to any person, student or fraternal organization, or institution of higher education, as well as another person acting in concert with the person, organization, or institution if 9-1-1 is called or other emergency services contacted. In order for this immunity to apply, the caller and, if applicable, person acting in concert with the caller would have to remain on the scene with a person injured as a result of hazing and cooperate with emergency services upon their arrival (N.J.S.A. 2C: 40-3).

Institutional Bi-Annual Report

The University will maintain a report of all violations of this Policy (or of Federal or State laws related to hazing) that are reported to and adjudicated by the University. The University will update the report bi-annually on January 1 and August 1 of each year and will post the updated report on the Public Safety and Fraternities & Sororities pages (located here: rider.edu/about/offices-services/public-safety and rider.edu/about/offices-services/student-involvement/fraternities-sororities).