Policy Title: Policy on Hazing	**Policy Number:**
Date Issued: Modified October 2, 2002	**Responsible Executive: Vice President for Student Life**
Date Last Revised: August 8, 2025	**Responsible Office: Student Life**

Policy on Hazing

Policy Statement

Baylor University abides by the standards set forth in the Texas Hazing Law - Texas Education Code (Sec. 51.936) and federal Stop Campus Hazing Act (HR 5646) that prohibit hazing at educational institutions. The following policy approach is the University's definition of hazing that is inclusive of, and extends beyond, the standards set forth in the Texas Anti-Hazing Statute and the Federal Stop Campus Hazing Act, and applies to students, faculty, and staff as defined below. The University prohibits such hazing by individuals and organizations and will investigate and take disciplinary action as appropriate in response to reports of hazing.

Reason for the Policy

Baylor University is committed to fostering a safe, respectful, and Christ-centered community where all students can thrive. Hazing undermines the physical, emotional, and spiritual well-being of individuals and contradicts the University's values of integrity, service, and respect for others. This policy establishes clear expectations for student conduct and institutional accountability. It defines hazing broadly to ensure that all forms of harmful initiation, coercion, or group dynamics—whether explicitly violent or subtly degrading—are clearly prohibited. This policy is intended to prevent harm, promote dignity, and uphold the standards of a caring Christian academic community.

Individuals/Entities Affected by this Policy

All students, faculty, and staff

Exclusions

NONE

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Related Documents and Forms

University Policies and Documents

Clery Act
Procedures for Adjudicating Student Organization Conduct Violations
Student Conduct Code
Student Organization Conduct Policy

Other Documents

Federal Stop Campus Hazing Act, see H.R.5646 118th Congress, Public Law 173
Texas Education Code, see V.T.C.A Education Code sections 37.151 et seq. and 51.936

Forms and Tools

Campus Security Authority Incident Report Form
Anonymous Reporting
Hazing prevention education is available for all students, faculty, and staff at baylor.prevent.zone

Definitions

These definitions apply to terms as they are used in this policy.

Hazing	Hazing means any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student, that may endanger or adversely affect the mental or physical health or dignity or safety of a student, for the purpose of pledging, being initiated into, affiliating with, holding office in, developing group cohesion of, training students regarding, or maintaining membership in, an organization.
Organization	"Organization" means a fraternity, sorority, association, corporation, order, society, corps, club, or student government, a band or musical group or an academic, athletic, cheerleading, or dance team, including any group or team that participates in National Collegiate Athletic Association competition, or a service, social, or similar affiliated group, whose members are primarily students.
Student	A student for purposes of this policy means any person who is: (A) registered in or in attendance at the University; (B) has been accepted for admission at the University; or (C) intends to attend the University during any of its regular sessions after a period of scheduled vacation.
Related Individuals	A person who is connected to Baylor University and/or a student organization, regardless of whether they have a formal membership role or title. Examples may include, but are not limited to, officer, member, new member, prospective member, advisor, volunteer, coach, alumnus, or guest.

Contacts

Subject	Contact	Telephone	Office email/web site
Student Life	Vice President for Student Life	254-710-1314	Student_Life@baylor.edu

Compliance	Senior Director of Compliance	254-710-3945	Risk@baylor.edu
Clery	Director of Clery Compliance	254-710-2615	Clery@baylor.edu
Student Activities	Associate Director of Student Activities for Student Involvement	254-710-2371	Student_Activities@baylor.edu
Fraternity & Sorority Life	Associate Director of Student Activities for Fraternity and Sorority Life	254-710-2371	FSL@baylor.edu
Baylor University Police Dept.	Emergency Phone Non-Emergency Phone	254-710-2222 254-710-2211	

Responsibilities

Baylor University Police Dept.	Responsible for collecting, maintaining, and making available a daily crime log that records all criminal incidents reported to the Baylor University Police Department (BUPD), regardless of whether they result in an arrest or disciplinary action. The crime log must include the nature, date, time, and general location of each incident, as well as the disposition, if known. To ensure transparency and compliance with the Clery Act, BUPD must update the log within two business days of receiving a report and make it accessible to the public during normal business hours. BUPD must also coordinate with campus partners, such as Student Conduct Administration, Title IX, Student Activities, and Campus Living & Learning, to verify accuracy and ensure that all reportable incidents are properly documented.
Clery	Responsible for collecting and maintaining records of all reported hazing incidents, regardless of whether they result in disciplinary action or criminal charges. The office must include hazing as a distinct category in the institution's Annual Security Report (ASR), providing accurate statistics on the number of incidents and their locations as they occur on Baylor geography. To ensure transparency and compliance, the Clery Office must coordinate with other campus entities involved in student conduct and safety, namely the Compliance Office, to verify and update reportable data. It is also responsible for monitoring institutional compliance with federal reporting requirements and updating policies and procedures as necessary to reflect changes in federal guidance.
Compliance	Responsible for reviewing the content of the Federal Hazing Transparency Report and Texas Hazing Report ensuring the reports are publicly accessible on the University's website in a location easily identified by prospective and current students and their families, and must retain archived versions of past reports as required by law.
Student Life (Student Activities)	Responsible for preparing, maintaining, and submitting to Compliance, prior to the posting deadline, the Federal Hazing Transparency Report and the Texas Hazing Report. These laws require Baylor University to: • Biannually publish a Hazing Transparency Report summarizing all reported hazing incidents involving student organizations over the preceding five years, regardless of the organization's recognition status

	at the time of the incident. Each entry must include the name of the organization, the date the conduct was reported, a description of the incident, findings of responsibility, and any disciplinary action taken. • Each semester, not later than the 14th day before the first class day of the fall and spring terms, publish and distribute a summary of the Texas Hazing Law and a list of organizations disciplined or convicted for hazing during the preceding three years. Also responsible for coordinating and delivering comprehensive hazing prevention education to the campus community. This includes providing annual, evidence-based training to all students, as well as to faculty and staff who advise or work with student organizations. Student Life must ensure that hazing prevention education addresses the definition of hazing, its dangers, institutional policies, reporting procedures, and potential consequences. In collaboration with academic colleges, schools, and the Athletics Department, Student Life must promote and tailor educational outreach to meet the needs of diverse student populations, ensuring wide participation and institutional consistency. All educational efforts must be documented for compliance.

Principles

Baylor University maintains a commitment to student learning and engagement through student organization involvement and leadership development. We also emphasize student safety and the importance of a culture of respect and dignity for all student organizations, chartered and non-chartered, on our campus. Finally, Baylor's mission of educating men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community is at the heart of all that we do. Hazing as defined in Texas law and this policy is antithetical to these principles.

Please note that hazing as defined by the Texas Education Code and the Stop Campus Hazing Act is a criminal offense that can result in a criminal prosecution. Individuals and/or organizations may also be subject to civil damages liability for directing hazing against a student.

In addition to students, university employees and individuals associated with student organizations (e.g., chapter advisors, alumni, volunteer coaches, club team coaches, etc.) are prohibited from hazing.

Depending on the circumstances, the University may take action only against the Student Organization as a whole, or it may pursue an investigation and decision-making process against the Student Organization through the Procedures for Adjudicating Student Organization Conduct Violations and, separately, may address the conduct at issue against individual students for related alleged policy violation through the University's Student Conduct Code, Honor Code, the University's Sexual and Interpersonal Misconduct Policy, and/or other University policies and procedures.

Hazing should be reported by anyone employed or enrolled at Baylor University. Hazing ***must*** be reported by those with knowledge of a hazing incident and the designation of Campus Security Authority (see reporting procedures below).

Hazing

Hazing includes, but is not limited to:

- any type of physical brutality, such as paddling, whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity
- activity such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other similar activity, which may subject a student to an unreasonable risk of harm or that may adversely affect the mental or physical health or safety of a student
- activity involving consumption of alcohol, liquor, or drug, or the required, forced, or coerced consumption of any food, liquid, or any substance. Coercion can include suggesting or encouraging an activity, if it occurs in circumstances that would indicate to a student that his or her participation in the activity was required to avoid ostracism, shame, humiliation, hatred, contempt or ridicule
- activity that may intimidate or threaten a student with ostracism
- activity that may subject a student to undue mental stress, shame, or humiliation
- activity that may discourage a student from entering or remaining registered in an educational institution, or which may reasonably be expected to cause a student to leave the organization or the institution rather than submit to the activity; and/or
- activity that may induce, cause, or require the student to perform an act violating local, state, or federal laws or the Student Code of Conduct

In addition to the hazing descriptions listed above, further examples of such behavior include but are not limited to:

- calisthenics, such as sit-ups, push-ups, or any other form of physical exercise
- total or partial nudity at any time
- the wearing or carrying of any embarrassing, uncomfortable, degrading, or physically burdensome article
- throwing any substance on a person
- lineups for the purpose of interrogating, demeaning, or intimidating
- abandonment (road trips, kidnaps, walks, rides, drops, isolation, etc.)
- skits, roasts, or demeaning name-calling at the expense of a person
- forced recitation of facts, songs, or chants, or similar activity
- confining an individual in an area that is uncomfortable or dangerous or causes an individual to believe he/she cannot leave the location (hot box effect, high temperature, too small, etc.)

- any form of individual interrogation, yelling at, or screaming at individuals
- any type of servitude
- wearing attire that is embarrassing and not part of an approved uniform
- sensory deprivation (blindfolds, noise cancelling headphones, etc.)
- limiting or controlling communication by altering or accessing individuals' personal devices (phones, watches, computers, etc.) and/or requiring or coercing new members to provide access to or altering any personal devices
- activities that do not contribute to the worth and growth of individuals
- expectations for requirements for new members that are not required of existing members which could include, but are not limited to:
    - dress code
    - grooming
    - wearing of pins and/or identifiers
    - diet restrictions
    - location tracking
    - limiting social media
    - limiting communication methods
    - time restrictions

It is not a defense to the University's pursuit of disciplinary charges or to criminal prosecutions under Texas law that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Hazing Prevention Education

Baylor University partners with Prevent.Zone to provide comprehensive, research-based hazing prevention education in alignment with the Federal Stop Campus Hazing Act. This educational platform equips students, faculty, and staff with the knowledge and tools to identify, prevent, and respond to hazing behaviors. The program is delivered in two tiers to ensure a foundational understanding for all members of the campus community, along with targeted training for higher-risk populations.

Tier One includes Hazing Prevention 101, offered in two versions: one for students and one for faculty/staff. These modules introduce the definition and dynamics of hazing, the legal and institutional consequences, strategies for prevention, and clear instructions for reporting. Tier Two consists of add-on modules tailored to specific communities with increased exposure to hazing risk: Fraternity & Sorority Life, Performing Arts, and Athletics. These modules provide context-specific scenarios, expectations, and intervention strategies relevant to those unique environments. All modules are accessible online, trackable for compliance purposes, and are reviewed regularly to ensure alignment with evolving best practices in hazing prevention and education.

Baylor University is committed to broad promotion and campus-wide engagement with hazing prevention education. All faculty and staff who advise or work with student

organizations are required to complete the Hazing Prevention 101 training annually to ensure they are equipped to recognize, prevent, and appropriately respond to hazing behaviors. Students involved in Fraternity & Sorority Life—including both current members and those participating in recruitment or new member education—must complete both Tier 1 (Hazing Prevention 101) and Tier 2 (Fraternity & Sorority Life Module) training annually. In addition, Athletics and academic divisions are actively coordinating communication strategies and implementation timelines to ensure that their respective students, faculty, and staff receive and engage with these trainings. These efforts reflect a unified institutional approach to hazing prevention, awareness, and accountability.

Exclusions

This policy is not intended to prohibit the following conduct:

- Customary public athletics events, contests, or competitions that are sponsored by the University or the organized and supervised practices associated with such events.
- Any activity or conduct that can be demonstrated to further the goals of a legitimate educational curriculum, athletic, co-curricular, or military training program as defined and approved by the University.
- Any human subjects research that has been approved by the University's Institutional Review Board and in which the participant has given voluntary informed consent.

Procedures for Reporting

The University encourages all individuals to report Hazing or a potential violation of this policy. Hazing ***must*** be reported by those with the designation of Campus Security Authority. This includes not only actual incidents but also planned or attempted Hazing – especially before it occurs. Anyone can make a report as follows:

- Make a report to the Student Activities Office (SUB) in person or by telephone at (254) 710-2371.
- Contact Baylor University Police Department in person at the Speight Parking Garage offices or by telephone at (254) 710-2222.
- Baylor's *Report It* Webpage
    - An anonymous/confidential Hazing report can be submitted through the university's Anonymous Reporting, at https://www.clearviewconnects.com/#/reporter/submit-report?org=ysRvuob&lang=en&vanity=true.
    - Access the Campus Security Authority Incident Report form at https://www.baylor.edu/forms/index.php?id=988603