

Policy Title: Policy on Hazing

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Responsible Executive: Vice President for Student Life

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Responsible Office: Student Life

Policy on Hazing

Policy Statement

Baylor University abides by the standards set forth in the Texas Education Code that prohibits hazing at an educational institution. 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 Education Code, and applies to students in attendance at the University.

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, training, or maintaining membership in an organization.
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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.

Please note that hazing as defined by the Texas Education Code is a criminal offense that can result in a criminal prosecution.

1. Policy on Hazing

Hazing

Hazing includes, but is not limited to:

- 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 participation in the activity was required to avoid ostracism, shame, or humiliation.
- 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

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- 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

The University may also consider those activities outlined above to meet the standards regarding personal hazing offenses, organization hazing offenses, consent, immunity from prosecution, and/or the right of an educational institution to enforce its own penalties against hazing.

Violations of these expectations may also violate new member education expectations stated within the Student Organizations Policies and Procedures.

(Adapted from the ARCH Chapter and Undergraduate Councils of Delta Tau Delta Fraternity and Texas Christian University.)