

Springfield College

Stop Campus Hazing Policy

I. Purpose:

Springfield College is, first and foremost, an educational institution committed to the safety, dignity, and well-being of all members of its community. Its hazing prevention policy and response procedures for hazing incidents embody the institution's mission. Membership in student organizations (e.g., athletics, club sports, intramurals, esports, clubs, leadership groups, theatrical groups) can increase leadership and service potential, provide athletic, recreational, intellectual, and spiritual opportunities, and otherwise contribute positively to students' personal and social development. When membership is linked to the involvement of hazing activities, the educational purpose of the endeavor is compromised, and the safety of students is endangered. Hazing is prohibited by college policy and is a crime in Massachusetts.

II. Compliance:

Springfield College complies with and enforces [The Stop Campus Hazing Act \(SCHA\)](#) and the Commonwealth of Massachusetts hazing laws (Chapter 269, Sections [17](#), [18](#), and [19](#)). Springfield College does not permit hazing of any sort, whether by an employee, a student organization, or an individual student, on or off campus.

III. Definitions:

Hazing, as defined by the Stop Campus Hazing Act and the Commonwealth of Massachusetts, is "*any intentional, knowing, or reckless act committed by a person (whether individually 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 -*
 - 1. *whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on someone's body, or similar activity;*
 - 2. *causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended or other similar activity;*
 - 3. *causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;*
 - 4. *causing, coercing, or otherwise inducing another person to perform sexual acts;*
 - 5. *any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;*

6. *any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and*
7. *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 an "organization at an institution of higher education (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 the institution of higher education, whether or not the organization is established or recognized by the institution."

IV. Prevention

All Springfield College students and employees will be provided, annually, hazing prevention education in multiple modalities.

As required by law, all student organizations will annually sign an attestation acknowledging that they have received a copy of the Massachusetts Hazing Statute (Sections [17](#), [18](#), and [19](#)) and agree to comply with its provisions.

V. Reporting Hazing

All Springfield College students and employees must report known or suspected hazing to public safety, a college official, or on the [general reporting form](#) found in PrideNet. [Massachusetts State Law, Chapter 269 \(Section 18\)](#) states that failure to report a hazing incident is a crime.

Hazing includes observation of hazing activities by individuals in a position to intervene but fail to intervene, including organization officers/leaders who are aware of planned hazing activities and who condone and/or fail to prevent the hazing from occurring, regardless of their degree of participation or lack thereof.

VI. Investigation

Upon receipt of an alleged hazing incident, public safety will investigate. The investigation may include interviewing the accused, victims, witnesses, leaders of the organization, and others.

VII. Adjudication

Adjudication of alleged hazing for students shall be conducted pursuant to the Student Handbook. Allegations involving employees will be adjudicated in accordance with the applicable staff or faculty handbook, personnel policies, and/or the College's Code of Ethics.

VIII. Amnesty

Students who make a hazing complaint in good faith, or victims of hazing who participate in an investigation, will not be charged with other College policy violations that are

brought to light in the course of the investigation that arose out of or were committed as a direct result of, the hazing incident(s) under investigation (i.e. students forced to consume alcohol as part of a hazing incident will not be charged with violations of the College's alcohol policy). The College reserves the right to follow up with those students related to those issues as appropriate in a non-disciplinary setting.

Employees who report hazing in good faith or who participate in a hazing investigation as witnesses or victims will not be subject to disciplinary action for other College policy violations that are disclosed in the course of the investigation, provided those violations arose directly out of the hazing incident(s) under review (i.e. employees who consumed alcohol as a result of coercion in a hazing context will not face disciplinary action for violating the College's alcohol policy).

IX. Sanctions

Student groups and individual students found responsible for violations of hazing shall be sanctioned in accordance with the Student Handbook. For student groups, sanctions may include but are not limited to education, loss of College privileges such as the ability to host social events, to formally meet on campus and to use campus facilities, or to represent the College.

Employees found responsible for hazing violations will be subject to discipline according to the appropriate handbook and personnel policies.

X. Retaliation

It is a violation of this policy to retaliate or take adverse action towards any person for reporting an alleged violation of this policy or for cooperating with a College investigation related to this policy. Retaliation includes but is not limited to, verbal or implied threats, physical or psychological abuse, intimidation, harassment (verbal or written), isolation, or any other action intended to create a hostile environment for the intended target of the retaliation. Allegations of retaliation involving employees will be investigated by the Office of Human Resources, in accordance with applicable College policies and procedures.