FRIENDS UNIVERSITY

Friends University Hazing Policy

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Effective: September 24, 2025

Revised: September 30, 2026

Responsible University Officer:

AVP of People and Culture
VP of Student Affairs

Responsible Office:

Student Affairs
Security
Human Resources

I. Purpose and Summary Friends University is dedicated to fostering a safe and welcoming environment for its community members. The University strictly prohibits hazing in any form. Hazing poses significant risks to the health, safety, and well-being of individuals and has no place in the educational experience. This policy outlines the University's commitment to preventing hazing and ensuring accountability for those who violate this policy.

II. Scope This policy applies to all students, faculty, staff, recognized student organizations, clubs, athletic teams, and other groups with Friends University, regardless of location. Every member of the University community is responsible for preventing hazing.

III. Definitions "Hazing" refers to any intentional, knowing, or reckless act committed by one or more persons, individually or in concert with others, against another person, that:

- Is committed in connection with an initiation, affiliation, or continued membership in any organization affiliated with Friends University; and
- Causes or creates a substantial risk of physical injury, mental harm, or personal degradation.
- Hazing does not require intent to humiliate or degrade.

Examples of Hazing Include (but are not limited to):

- Physical abuse, such as beating, paddling, forced ingestions, or forced physical exertion.
- Forced or coerced consumption or swallowing of food, alcohol, drugs, or other substances.
- Acts intended to cause humiliation, intimidation, or degradation.

- Sleep deprivation, exposure to the elements, or confinement in a small space.

"Organization" The Stop Campus Hazing Act covers any group with two or more enrolled students whether or not the institution recognizes it.

"Student" refers to any individual enrolled at Friends University, accepted for enrollment, or intending to enroll within 12 months. Students remain subject to this policy until they graduate, transfer, or withdraw from the University.

IV. Legal Framework Friends University adheres to both federal and Kansas state hazing laws:

Federal Law: The **Stop Campus Hazing Act**, signed into law on **December 23, 2024**, amended the **Higher Education Act of 1965** and redefined hazing under the **Jeanne Clery Campus Safety Act**. This law mandates:

- The inclusion of hazing incidents in the Annual Security Report (ASR).
- The development and publication of a **Campus Hazing Transparency Report (CHTR)** summarizing all confirmed hazing violations involving student organizations.

Kansas State Law: Under **Kansas Statute § 21-5418**, hazing is defined as recklessly coercing, demanding, or encouraging another person to perform any act as a condition of membership in a social or fraternal organization that could reasonably be expected to result in great bodily harm, disfigurement, or death. Violations are classified as a **Class B nonperson misdemeanor**, carrying potential legal penalties.

V. Policy

- **Hazing is strictly prohibited.**
- Soliciting, encouraging, aiding, or abetting hazing is also prohibited.
- It is not a defense to a hazing violation that the victim consented to or voluntarily participated in the activity or the intent was not to humiliate or degrade victims.
- All University community members must take reasonable steps to prevent hazing and are considered mandatory reporters.

VI. **Reporting Procedures** Any member of the Friends University community who witnesses or suspects hazing is required to report it immediately. Reports may be made via the following methods:

- **Online Reporting Portal:** Submit an anonymous or direct report using the University's reporting system via the Student Ally Application or through the security page at https://www.friends.edu/about/security.
- **In-Person Reporting:** Visit the Office of Residence Life or Campus Security.
- **Human Resources:** HR@Friends.edu 316-295-5676
- **By Phone:** Contact Campus Security at 316-295-5911.
- **Emergency Reporting:** In urgent situations, dial 911 for immediate assistance.

VII. Investigation and Disciplinary Process Upon receiving a report of hazing, Friends University will:

- Promptly investigate the report following University procedures. Include interim measures such as suspensions, no contact directives, housing or schedule changes, etc.
- Provide written notice to all parties covering the allegation, the process, the prohibition on retaliation, and the obligation to preserve evidence.
- Maintain confidentiality where possible while ensuring a fair and complete investigation.

- Complete of investigation and determination within 45 days of initial report.
- Impose appropriate sanctions if a violation is confirmed. Sanctions may include suspension, expulsion, removal of leadership privileges, or organizational de-recognition.

VIII. Student Code of Conduct Process Friends University will follow the **Student Code of Conduct** in cases of suspected hazing violations. The process includes:

1. **Filing a Complaint:** Anyone may file a complaint regarding hazing concerns with the **Office of Residence Life, Human Resources** or the **Security Department**. Anonymous reports are accepted.
2. **Initial Review:** The university will conduct a preliminary assessment to determine if there is sufficient evidence to pursue an investigation. Conduct of a sexual nature routes to the Title IX Coordinator.
3. **Investigation:** If warranted, a designated investigator will gather evidence, conduct interviews, and compile a detailed report.
4. **Hearing Process:** If evidence supports a potential violation, the accused student or organization will be notified and allowed to respond in a formal hearing.
5. **Decision and Sanctions:** Upon the conclusion of the hearing, sanctions may be imposed, which may include:
    - Disciplinary probation
    - Suspension or expulsion
    - Organizational suspension
    - Educational or restorative sanctions
6. **Appeals Process:** Students or organizations may appeal decisions following the Student Code of Conduct guidelines.

IX. Consequences for Faculty and Staff Faculty and staff members who knowingly participate, permit, authorize, or condone hazing are subject to disciplinary action in accordance with University policies and procedures.

A person who holds a University role but is classified as a student, such as a **graduate assistant or student worker**, is addressed under the Student Code of Conduct. Classification does not change the prohibition on hazing in Section V or the obligation to report in Section VI, which apply to every member of the University community.

X. Criminal and Emergency Reporting If a hazing incident presents an immediate threat or involves criminal conduct, the University will report the matter to law enforcement. This may include violations involving criminal homicide, sexual offenses, aggravated assault, burglary, or other serious threats to safety.

XI. Education and Prevention Friends University is committed to ongoing hazing prevention efforts. The University will:

- Provide mandatory hazing prevention training for all students, faculty, and staff.
- Develop educational programs focused on safe group activities, bystander intervention strategies, and promoting positive organizational values.

XII. Exemptions This policy does not apply to:

- Customary public athletic events, contests, or competitions.
- Activities that further legitimate educational, extracurricular, or military training programs

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XIII. Retaliation and Amnesty Retaliation against anyone who reports hazing, assists in making a report, or participates or refuses to participate in an investigation is prohibited and is a separate violation of this policy.

Retaliation includes exclusion from a team, group, or activity; loss of playing time, hours, or responsibilities; changes to housing, schedule, or assignment; social pressure; and threats. It applies between employees and students, and between students.

A report of retaliation is investigated on its own and does not depend on whether the underlying hazing report is substantiated.

A person who reports hazing in good faith, or who seeks medical help for someone else, will not face University discipline for their own alcohol or drug use connected to the same incident.

Amnesty does not cover the hazing itself, retaliation, or interference with an investigation.

XIV. Conclusion Friends University is committed to maintaining a safe, inclusive, and positive learning environment. Violation of this policy will result in serious disciplinary action. Together, we can build a community of respect, integrity, and accountability.

For questions or concerns, please contact:

Office of Residence Life | 316-295-5500

Campus Security | 316-295-5911
Human Resources | 316-295-5864

Policy Administrator	Contact	Phone
VP Student Life	Student Affairs	Ext. 5844
AVP People and Culture	Human Resources	Ext. 5864

History / Policy Revisions

Adopted: 09/24/2025 By: President's Cabinet
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