

## Morgan State University Hazing Policy

### I. Purpose and Scope

Morgan State University (the "University") prohibits Hazing in all forms and is committed to fostering a safe, respectful, and inclusive campus environment. This Morgan State University Hazing Policy (the "Policy") is established in accordance with all applicable laws and University policies. The Policy applies to University Students, Student Groups, and Student Organizations whether formally recognized or not.

### II. Definition of Hazing

A. "Hazing" means 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:

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a Student Group or Student Organization; and

2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the University or Student Group or Student Organization (such as the physical preparation necessary for participation in an athletic team), of:

- a. physical or psychological injury including:
  - i. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
  - ii. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
  - iii. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
  - iv. causing, coercing, or otherwise inducing another person to perform sexual acts;
  - v. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
  - vi. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
  - vii. 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;
- b. other emotional distress, humiliation, or degradation;
- c. harm from unreasonable requirements which interfere with a Student's ability to function as a Student, including financial requirements outside of membership dues;

- d. diminished physical or mental capacity, meaning reduced ability to perform mental or physical tasks due to drugs, alcohol, or physical or mental trauma; or
- e. any activity that induces, causes, or requires another person to violate any University policy and/or procedure.

B. “Student”, “Student Group”, and “Student Organization” shall have the meanings defined in the University’s Code of Student Conduct (the “Code”).

### III. University Procedures

Hazing may result in disciplinary action by the University. Individuals involved in Hazing activities are personally responsible under this Policy and the Code, independently of any disciplinary measures imposed on Student Groups or Student Organizations. Severe violations may lead to disciplinary actions such as, but not limited to, suspension or expulsion from the University, revocation of registration or recognition for Student Groups or Student Organizations, regardless of whether it is a first offense.

The University takes Hazing seriously. If you or someone you know has experienced Hazing, we encourage you to report it. The University will assist any individual who wishes to report Hazing to the police, and all good-faith reports are protected from retaliation.

#### A. Reporting Hazing

The health, safety, and well-being of all individuals within the campus community constitute the University's highest priority. It is the responsibility of all Morgan State University Students, faculty, staff, and community members to report Hazing incidents. If you suspect that Hazing has occurred or is currently happening, you are strongly advised to contact one or more of the designated support resources. Furthermore, pursuant to the Jeanne Clery Campus Safety Act, as amended, Campus Security Authorities are required to report incidents of Hazing to the Morgan State University Police and Public Safety Department (“MSUPD”), in accordance with reporting protocols.

##### 1. Hazing Reporting Procedures

Reports resulting in formal notice to the University may be made with the MSUPD or the Office of Student Rights and Responsibilities (“OSRR”).

Reports may be made through any of the following:

Police

- MSUPD/Campus Police: 443-885-3100
- MSUPD/Campus Police online reporting form: [Campus Police Reporting Form \(https://www.morgan.edu/police-and-public-safety/feedback-and-reporting/silent-witness-form\)](https://www.morgan.edu/police-and-public-safety/feedback-and-reporting/silent-witness-form)

- Local Law Enforcement: Call 911 in emergency situations

Office of Student Rights and Responsibilities

- Online Reporting Form: Incident Reporting Form (<https://www.morgan.edu/student-rights-and-responsibilities/report-an-incident>)
- Email: [studentrights@morgan.edu](mailto:studentrights@morgan.edu)
- Phone: 443-885-4710

Hazing is a violation of this Policy, the University's Code, and applicable State and Federal laws, which may include without limitation MD Code, Criminal Law, § 3-607, as amended. Retaliation for reporting Hazing in good faith is prohibited and may result in disciplinary action. Retaliation includes, but is not limited to, direct or indirect intimidation, threats, and/or harassment involving any party in the investigation. Students, Student Groups, and Student Organizations found responsible for retaliation will be subject to disciplinary action under the University's Code. Retaliatory conduct may also constitute a criminal offense.

The criminal process and the University disciplinary process are separate and independent. Reporting to law enforcement does not preclude a person from reporting to the OSRR. The University is not required to wait for the conclusion of a criminal investigation or proceeding to conduct its own disciplinary investigation and may take additional measures to protect individuals and the University community. Conduct may violate this Policy even if law enforcement agencies or local prosecutors decline to prosecute.

## B. Investigation Process

The OSRR is responsible for adjudicating alleged violations of this Policy by Students, Student Groups, or Student Organizations. Reports of Hazing will be promptly reviewed by the OSRR in accordance with the University's Code. Once an investigation is initiated, the resolution timeframe may vary depending on the complexity of the investigation and severity and extent of the alleged misconduct.

## C. Interim Measures

Support will be provided to the reporting individual and others who may be impacted, as appropriate. This support may include interim measures put in place during the investigation or before the disciplinary process is complete.

Examples of interim measures include a directive prohibiting contact between involved Students, Student Groups, Student Organizations, or other individuals—whether through direct, written, electronic, or third-party communication. Additional actions may include adjustments to Students' course schedules, housing assignments, or campus employment, as well as an order to cease and desist any or all activities of a Student Group or Organization, while the

investigation is ongoing. Failure to comply with interim directives may lead to further disciplinary consequences for the Student, Student Group, or Student Organization.

#### D. Disciplinary Sanctions

A Student, Student Group, or Student Organization that is determined to have violated the University's Hazing Policy is subject to sanctions outlined in the University's Code, which may include, but are not limited to:

- For individual Students: suspension or expulsion
- For organizations or groups: Loss of recognition or suspension of privileges

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#### IV. Confidential Support Resources

Students may use any of the confidential resources listed below to access assistance.

The following University offices will keep information about alleged Hazing as private and confidential as allowed by applicable law. Accordingly, reporting to the below campus entities does not constitute a report to the University and no additional action will be taken for reports made to the below offices unless there is an imminent threat to health or safety or other basis for disclosure as required by law.

- A. University Counseling Center (Health & Human Services Center) / Telephone: (443)-885-3130 / <https://www.morgan.edu/counselingcenter>

The University Counseling Center is staffed by trained counselors who can provide confidential support and assistance to current Students. There is no cost for counseling services. Reporting to this entity does not constitute a formal report to the University and no additional action will be taken unless there is an imminent threat to health or safety or other basis for disclosure as required by law.

- B. University Health Center (UHC)/ Telephone: (443)-885-3236 / <https://www.morgan.edu/healthcenter>

Staffed by licensed health care providers. Reporting to this entity does not constitute a formal report to the University, and no additional action will be taken unless there is an imminent threat to health or safety or other basis for disclosure as required by law.

- C. University Memorial Chapel/ Telephone: (443)-885-5105 / <https://www.morgan.edu/universitychapel>

Clergy of various faiths are available for Students, faculty, and staff to discuss religious, spiritual, and personal issues. Reporting to this entity does not constitute a formal report to the University, and no additional action will be taken unless there is an imminent threat to health or safety or other basis for disclosure as required by law.

## V. Prevention and Education

Morgan State University provides research-based resources to inform our campus community about Hazing. This encompasses communications to the campus community regarding prevention, the adverse effects of Hazing, details concerning this Policy, and procedures for reporting suspected incidents.

Morgan State University mandates annual Hazing prevention training for all Students involved in registered Student Organizations, athletic teams, and fraternities and sororities. This comprehensive training provides education to Students regarding the definition of Hazing, University policies, reporting procedures, bystander intervention, and safe, inclusive alternatives to traditional initiation practices. Participation in this training is required as a condition of organizational registration, team participation, and membership eligibility.

## VI. Campus Hazing Transparency Report

The University's findings involving Hazing will be published in its Annual Security Report ("ASR") in accordance with the Jeanne Clery Campus Safety Act.

In addition, the University will also publish a Campus Hazing Transparency Report twice a year as required by Federal law. As required by the Stop Campus Hazing Act, as amended, the University will publish in a prominent location online a "Campus Hazing Transparency Report" (the "Report") that is updated at least twice a year (if indicated) and summarizes findings concerning any Student Organization found responsible for a Hazing violation under this Policy. This Report shall include: the name of the Student Organization; a description of the Policy violation including whether the violation involved the abuse or illegal use of alcohol or drugs; the University's findings; any sanctions imposed on the Student Organization; the date of the alleged incident; the date the investigation was initiated; the date the investigation ended with a finding of a Policy violation; and the date the University provided notice to the Student Organization that the incident resulted in a Policy violation.