

Anti-Hazing Policy

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TABLE OF CONTENTS

PURPOSE.....	2
SCOPE AND APPLICABILITY	2
RESPONSIBLE AUTHORITY.....	2
WHAT IS PROHIBITED BY THIS POLICY	3
DEFINITION OF TERMS	3
DISCLOSURES/REPORTING.....	4
PRIVACY.....	5
FALSE REPORTS	6
INTERIM MEASURES AND ACTIVITY RESTRICTIONS.....	6
STUDENT ORGANIZATIONS WITH A PARALLEL PROCESS.....	7
INCIDENTS THAT MAY VIOLATE ADDITIONAL POLICIES	7
PROCEDURES.....	8
FEDERAL AND STATE HAZING DEFINITIONS	11
TRAINING AND PREVENTION	24
UNIVERSITY RESOURCES	25
MAINTENANCE OF FILES AND RECORDS.....	25





PURPOSE

The purpose of this Anti-Hazing Policy ("Policy") is to prohibit hazing in all forms, ensure compliance with the Stop Campus Hazing Act (SCHA) Amendments to the Clery Act, and promote a safe and respectful campus environment. Hazing undermines the integrity of student life, endangers individuals, and is inconsistent with the mission, vision, and values of The Chicago School.

SCOPE AND APPLICABILITY

This policy applies to students, faculty, staff, administrators, trustees, recognized organizations/groups and established groups, and third parties on or off campus (including online) including visitors, alumni, guests, and the agents, representatives, and employees of suppliers and vendors of The Chicago School. An employee alleged to be engaged in a hazing process against students will be referred to Human Resources policies and procedures.

The Chicago School's prohibition on hazing extends to all aspects of its educational programs and activities, including, but not limited to, admissions, employment, academics, and student services.

This policy was written to follow the requirements of all applicable federal and state laws. If this policy is inconsistent with those laws, or the laws change before this policy is updated, state and federal law supersede this policy.

If any provision of this policy is found to be invalid, illegal, unconstitutional, or unenforceable, that finding shall not affect or undermine the validity of any other provision.

RESPONSIBLE AUTHORITY

The Office of the Dean for Student Success serves as the responsible authority for this Policy.

Obligations in this Policy assigned to a specific position may be designated by The Chicago School as appropriate, including to external professionals.





WHAT IS PROHIBITED BY THIS POLICY

Hazing: The Chicago School defines hazing as any act, whether physical, emotional, or psychological, required or expected of a person seeking to join or maintain membership in a group, that:

- Is abusive, dangerous, degrading, or disruptive
- Has no legitimate educational or professional purpose
- Violates institutional policy or applicable local, state, or federal laws
- Is intended to or is reasonably likely to cause physical or emotional harm
- Involves coercion, intimidation, or compelled participation in activities unrelated to group goals

Hazing includes both active and passive involvement (e.g., witnessing or failing to intervene). It applies to conduct involving prospective, new, current, or returning members of a student group, team, or organization. The full definition of hazing is found in the section below on the federal definition of hazing, per the SCHA.

Retaliation: Retaliation is any materially adverse action taken against an individual because they were involved in the disclosure, reporting, investigation, or resolution of a report of hazing. Retaliation includes threats, intimidation, harassment, coercion, discrimination, violence, or any other conduct against any person by The Chicago School, a student or an employee or other person authorized by The Chicago School to provide aid, benefit or services under The Chicago School's education program or activity, for the purpose of interfering with any right or privilege secured by the Policy or by law. Adverse action does not include perceived or petty slights or trivial annoyances.

DEFINITION OF TERMS

1. *Appeal Officer:* An administrative staff member with no previous role in a complaint will review any appeals to determine outcome.
2. *Charge:* An alleged policy violation. A charge does not assume a student or organization is responsible for a policy violation and responsibility will not be determined until conduct hearings conclude.
3. *Complainant:* An individual (or group of individuals) who is/are alleged to have been subjected to conduct that could constitute a policy violation.
4. *Days:* Weekdays when The Chicago School is in normal operation.





5. *Interim Measures*: Temporary administrative directives that are intended to ensure the safety of the university and prevent a situation from escalating while the allegations are being investigated. When the alleged actions of a student, student group, or student organization threaten the good order or safety of The Chicago School, interim measures may be put into place.
6. *Party/parties*: Referring to complainant, respondent, or both complainant and respondent.
7. *Report*: Information provided about possible misconduct and/or violations of The Chicago School policy.
8. *Respondent*: An individual (or group of individuals) who has/have been reported to be the perpetrator of conduct that may constitute a policy violation.
9. *Outcome*: A formal sanction imposed on the Respondent in response to policy violation(s).
10. *Student Organization*: An organization at The Chicago School (e.g., Student Interest Group [SIG], Recognized Student Organization [RSO], honor society, academic department student group, or student government) in which two or more of the members are students enrolled at The Chicago School. This policy applies whether or not the organization is established or recognized by The Chicago School.
 - a. Established [i.e., SIG]: A group recognized by The Chicago School which is in existence but does not have to register as a student organization.
 - b. Recognized [i.e., RSO]: An organization that consists of a number of people who are associated with each other (two or more of whom are enrolled students) and have registered with The Chicago School as a student organization.
 - c. Unrecognized: A club or organization that consists of a number of people who are associated with each other (two or more of whom are enrolled students) and have not registered, have not had their registration approved, or have had their registration or recognition removed.
11. *Student Community Standards*: A conduct proceeding charged with determining whether this policy was violated.

DISCLOSURES/REPORTING

Any person may disclose hazing to The Chicago School in the following ways:

- a. Telephone: 213-615-7264
- b. Electronic mail: studentsuccess@thechicagoschool.edu
- c. Online: [Student Complaint of Hazing Intake Form](#)





The disclosing person does not need to be the harmed person and/or a Complainant. All disclosures will be reviewed by The Chicago School to identify if the conduct is governed by this policy or other related policies.

An individual may pursue a Chicago School response procedure independently of any external processes, such as reporting to law enforcement or pursuing other non-university-based civil reporting options. The Chicago School reserves the right to initiate this process even if law enforcement has declined to do so.

Confidential Disclosure Options

Student Solutions: Student Solutions is a free, confidential, around-the-clock counseling service available to all Chicago School students.

- 855.460.6668
- www.guidanceresources.com
- Web identifier: TCSPP

Employee Assistance Program (EAP): Chicago School employees may receive counseling services through the EAP, which is available 24 hours per day, 7 days per week.

- 800.272.7255
- www.guidanceresources.com
- Web identifier: COM589

Note: Mental health professionals may be required to disclose information, as applicable by law, where there is an imminent threat of a person harming themselves or others.

Anonymous Reporting

The Chicago School is committed to reviewing all reports of hazing. Anonymous reports will be preliminarily investigated to the extent possible, both to assess the underlying allegation(s) and to determine if remedies can be provided. However, anonymous reports typically limit The Chicago School's ability to investigate, respond, and provide remedies, depending on what information is shared.

PRIVACY

The University will not disclose the identity of any individual involved in a disclosure, report, or resolution process under this policy, consistent with





and except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

FALSE REPORTS

The Chicago School will not tolerate intentional false reporting of incidents. It is a violation of The Chicago School policies to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws. A person will be referred to the appropriate university process if found to have intentionally made a false report or knowingly submitted falsified materials. Students will be referred to Student Community Standards, and employees will be referred to Human Resources.

INTERIM MEASURES AND ACTIVITY RESTRICTIONS

The Chicago School will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged hazing as deemed appropriate by the Office of the Dean for Student Success. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to The Chicago School's education programs or activities, including measures designed to protect the safety of all parties or The Chicago School's educational environment, and/or to deter hazing.

The Chicago School will maintain the privacy of supportive measures provided that privacy does not impair The Chicago School's ability to provide supportive measures. The Chicago School will act to ensure as minimal an academic impact on the parties as possible. The Chicago School will implement measures in a way that does not unreasonably burden any party.

Supportive measures may include a referral to counseling services; an institutional no-contact order; academic support including extensions on academic deadlines or other course/academic program-related adjustments; and class or student employee work schedule modifications; or time off from school. Parties may also consult with an attorney at their own expense at any point in the process.

Supportive measures may be offered to Respondents when they are notified of the allegations. Supportive measures are also available for incidents of hazing that occurred prior to the parties' association with The Chicago





School where such incidents could contribute to a hostile educational environment or otherwise interfere with a student's access to education where both individuals are, at the time of the request for supportive measures, subject to Chicago School policies.

STUDENT ORGANIZATIONS WITH A PARALLEL PROCESS

The Chicago School recognizes that some student organizations have parallel accountability processes within their sponsoring organizations (e.g., honor societies). Student organizations that become aware of a behavior that may require a response from The Chicago School must collaborate with the school to address the behavior.

Student organizations may not investigate complaints without support and guidance from their sponsoring entity and Chicago School staff when an incident requires investigations to be conducted by staff that are trained to manage complaints of a sensitive nature (e.g., discrimination, academic misconduct).

Student organizations should address minor incidents within chapter processes (e.g., Not meeting membership obligations—meetings, dues/fees, participation, attitude, grades), conflicts between members, irresponsible or unbecoming behavior, or integrity issues.

Organizations may not impede Chicago School investigations, including by withholding information.

INCIDENTS THAT MAY VIOLATE ADDITIONAL POLICIES

In certain cases, conduct by an individual or group respondent may violate other policies. In those cases, the Office of the Dean for Student Success will select which pathway or individual has primary responsibility over a matter and how that individual will engage with other responsible offices. Examples include a hazing incident that also includes sexual and interpersonal violence or harassment, which may involve Title IX, and Student Handbook policies. Matters may be consolidated, investigated, and adjudicated together at the discretion of The Chicago School.





PROCEDURES

Investigation and Adjudication

An investigation process related to the reported hazing will be completed by the appropriate Chicago School office(s) in accordance with their applicable procedures. Based upon the parties involved and the nature of the allegations, these offices may include, but are not limited to, Student Community Standards within the Office of the Dean for Student Success or Human Resources.

Sanctions and Other Consequences

Hazing is a serious offense and, therefore, is subject to the full range of sanctions (e.g., reprimand through dismissal or termination of employment). In addition, other educational activities (i.e., community service, participating in an anti-hazing workshop, etc.) or opportunities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents, academic processes, group in which the student is involved, or their governing bodies. The Chicago School has the right to act regardless of the actions of a governing body.

Sanctions for Students and Student Organizations

When a student is found to have violated this policy, potential sanctions pursuant to the Academic Catalog and Student Handbook include, but are not limited to, the following:

- Formal written warning
- Professional Development Plan (a plan intended to require reflection and remediation of behavior found to be in violation of this policy)
- No contact order pertaining to certain Chicago School Community Members or physical locations
- Referral to counseling and/or Student Solutions
- Required training or education
- Dismissal from The Chicago School
- Withholding of degree conferral and/or issuance of a diploma, and
- Other appropriate educational opportunities or sanctions.





Sanctions for Employees

When an employee is found to have violated this policy, corrective actions may be taken pursuant to appropriate HR policies including but are not limited to:

- Formal written warning
- Performance Improvement Plan
- Referral for counseling and/or to the EAP
- Required training or education
- Probation
- Loss of variable pay increase
- Loss of supervisory duties
- Demotion
- Suspension with pay or without pay
- Termination

Consequences for Alumni, Consultants, and Other Volunteers

When alumni, consultants, or volunteers violate this policy, The Chicago School reserves the right to take appropriate action to address the individual's conduct and that of the organization or group.

Law Enforcement and/or Governing Bodies

Violations of this policy may be referred to the appropriate law enforcement, as well as to regional, national, and/or international affiliated offices of student organizations, for additional action and/or prosecution. The Chicago School has the right to act regardless of the actions of a governing body or law enforcement. Decisions around culpability and any outcomes or sanctions from law enforcement or governing bodies are independent of any decisions made by The Chicago School under this policy.

Appeals

Both parties have the right to appeal. The appeal is not meant to re-hear or reargue the same case and is limited to the standards below. Written appeals must meet one or all the following standards:

- A procedural (or substantive) error occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.);





- To consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or outcome. A summary of this new evidence and its potential impact must be included.
- Outcomes imposed are grossly disproportionate to the violation(s) committed.

Parties may not appeal under the following circumstances:

- Non-attendance at meetings;
- Dissatisfaction with a decision and/or outcome.

Appeals must be submitted in writing to the Chief Operating Officer. The written appeal must state the specific grounds for the appeal and be received within five (5) days of the date of the outcome letter from the conduct hearing.

Appeals will typically be heard by the Chief Operating Officer. A different appeal officer may be appointed in extenuating circumstances. A live, virtual meeting with the Appellant or other parties will occur only at the discretion of the person reviewing the appeal. The decision of the appeal officer is final.

All outcomes imposed by Student Community Standards or Human Resources will be in effect during an appeal. A request may be made to the Chief Operating Officer, or designee, to delay implementation of the outcomes until the appeal is decided, but the presumptive stance of the institution is that the outcomes will go into effect immediately.

Commencement, study abroad, residency, etc. do not in and of themselves constitute exigent circumstances, and an Appellant may not be able to participate in those activities during their appeal. In cases where the appeal results in reinstatement to The Chicago School or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Failure to Comply with Outcomes

Individuals or student organizations that fail to comply and/or complete the assigned outcomes may be redirected to Student Community Standards or Human Resources. A hold may be placed on the party's record until the incomplete sanction and/or failure to comply case is resolved.

The hold may impact ability to receive funding or to participate in Chicago School recognized events.



FEDERAL AND STATE HAZING DEFINITIONS

Hazing (per Federal law)

The term 'hazing', for purposes of reporting statistics on hazing incidents is defined as 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 organization; and
2. 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—
 - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - f. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - g. 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.

Hazing [per State law]:

California

**CA Penal Law CHAPTER 9. Assault and Battery [240 - 248]
245.6.**

(a) It shall be unlawful to engage in hazing, as defined in this section.

(b) "Hazing" means any method of initiation or preinitiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational



institution in this state. The term “hazing” does not include customary athletic events or school-sanctioned events.

(c) A violation of this section that does not result in serious bodily injury is a misdemeanor, punishable by a fine of not less than one hundred dollars (\$100), nor more than five thousand dollars (\$5,000), or imprisonment in the county jail for not more than one year, or both.

(d) Any person who personally engages in hazing that results in death or serious bodily injury as defined in paragraph (4) of subdivision (f) of Section 243 of the Penal Code, is guilty of either a misdemeanor or a felony, and shall be punished by imprisonment in county jail not exceeding one year, or by imprisonment pursuant to subdivision (h) of Section 1170.

(e) The person against whom the hazing is directed may commence a civil action for injury or damages. The action may be brought against any participants in the hazing, or any organization to which the student is seeking membership whose agents, directors, trustees, managers, or officers authorized, requested, commanded, participated in, or ratified the hazing.

(f) Prosecution under this section shall not prohibit prosecution under any other provision of law.

SECTION 1.

Section 32051 is added to the Education Code, to read:

(a) For purposes of this section, the following definitions apply:

(1) “Hazing” means a method of initiation or preinitiation into a student organization or student body that is likely to cause serious bodily injury to a former, current, or prospective pupil of a school. “Hazing” does not include customary athletic events or school-sanctioned events.

(2) “School” means a public or private school in the state maintaining kindergarten or any of grades 1 to 12, inclusive.

(b) On or before July 1, 2025, the department shall make available on the department’s internet website both of the following:

(1) A model antihazing policy for local educational agencies.

(2) Resources on hazing prevention for professional development purposes and for increasing awareness among pupils, school staff, and community members of the dangers of hazing.

(c) Schools are encouraged to use the resources made available by the department pursuant to paragraph (2) of subdivision (b) for professional development purposes and for increasing awareness among pupils, school staff, and community members of the dangers of hazing.

SEC. 2. Chapter 5.1 (commencing with Section 66305) is added to Part 40 of Division 5 of Title 3 of the Education Code, to read:

CHAPTER 5.1. Stop Campus Hazing Act





This chapter shall be known, and may be cited, as the Stop Campus Hazing Act.

Unless the context otherwise requires, for purposes of this chapter, the following definitions shall apply:

(a)“Affiliated” means currently recognized or sanctioned by the educational institution through its official student organization application process. For purposes of this chapter, an organization that had previously been recognized or sanctioned by the educational institution but has subsequently had that recognition or sanction withdrawn or revoked by the educational institution shall not be considered affiliated.

(b)“Educational institution” means a public or private institution of higher education in the state. The term includes the officers, employees, or governing bodies of the institution, when acting in their official capacity.

(c)“Hazing” means any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term “hazing” does not include customary athletic events or school-sanctioned events.

No person shall be subjected to hazing in any program or activity conducted by any educational institution that receives, or benefits from, state financial assistance or enrolls students who receive state student financial aid.

(a)Beginning January 1, 2026, a former, current, or prospective student, against whom hazing is directed and who has suffered injury as a result, may commence a civil action for damages. In addition to bringing an action against any participants in the hazing or the organization pursuant to subdivision (e) of Section 245.6 of the Penal Code, an action may be brought against any educational institution for the hazing practice of the organization involving one or more students if all of the following apply:

(1)The educational institution had direct involvement in the hazing practice of the organization, or knew or should have known of the hazing practice and failed to take reasonable steps to prevent the hazing practice of the organization.

(2)At the time of the alleged hazing incident, the organization involved in the hazing is affiliated with the educational institution.

(3)The alleged hazing incident occurred on or after January 1, 2026.

(b)For purposes of paragraph (1) of subdivision (a), there shall be a rebuttable presumption that an educational institution took reasonable steps to prevent the hazing practice of the organization if the educational institution has all of the following:



(1)(A) Rules and regulations governing student behavior that include a prohibition on hazing, anonymous reporting of hazing incidents, and disciplinary actions for the violation of the hazing prohibition.

(B) Procedures by which all students are informed of the rules and regulations, with applicable penalties, and any revisions to the rules and regulations.

(2)(A) Rules and regulations governing employee behavior that include a prohibition on hazing and disciplinary actions for the violation of the hazing prohibition.

(B) Procedures by which all employees are informed of the rules and regulations, with applicable penalties, and any revisions to the rules and regulations.

(3)(A) A comprehensive prevention and outreach program addressing hazing. The comprehensive prevention program shall include components on identifying hazing, hazing prevention, and bystander intervention strategies. An outreach program shall be provided to inform students of the educational institution's policy on the prohibition of hazing, and, at a minimum, include a process for contacting and informing the student body, athletic programs, and affiliated student organizations about the educational institution's overall prohibition on hazing policy. For purposes of this paragraph, "comprehensive prevention and outreach program" includes, but is not limited to, providing information to students about all of the following:

(i) Hazing awareness, prevention, and the educational institution's policy on the prohibition of hazing.

(ii) Campus policies and resources relating to hazing, including how to report hazing to the appropriate campus personnel, which includes anonymous reporting.

(iii) A focus on prevention and bystander intervention training as it relates to hazing.

(B) The comprehensive prevention and outreach program to address hazing shall be part of every incoming student's orientation and shall be offered annually to the following campus affiliated organizations:

(i) Athletic teams.

(ii) Affiliated sororities and fraternities.

(c) Notwithstanding the provisions of this section, nothing in this section affects existing rights, obligations, and remedies under Section 245.6 of the Penal Code.

(d) The duties and obligations imposed by this chapter are cumulative with any other duties or obligations imposed under other law and shall not be construed to relieve any party from any duties or obligations imposed under other law, and do not limit any rights or remedies under existing law.



(a) On or before June 30, 2026, and on or before June 30 of each year thereafter, the Trustees of the California State University, the Regents of the University of California, and each independent institution of higher education that is a "qualifying institution," as defined in subdivision (l) of Section 69432.7, shall report to the appropriate policy committees of the Legislature the number of hazing incidents that constituted a violation of the institution of higher education's policy prohibiting hazing and whether the violation was affiliated with a student organization. The report shall be disaggregated by campus.

(b) Notwithstanding any other requirement of this section, a report required pursuant to this section shall comply with all applicable state and federal privacy laws, including, but not limited to, the federal Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g).

(c) As used in this section, the following definitions apply:

(1) "Hazing" means any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. "Hazing" does not include customary athletic events or school-sanctioned events.

(2) "Student organization" means either of the following:

(A) A conference-based competitive program at the institution of higher education.

(B) A sorority or fraternity that has officially met the formal chartering and recognition requirements at the institution of higher education where it operates and remains in good standing at the time of the alleged hazing incident.

District of Columbia

None (note that a prominent website includes a DC hazing law that does not exist).

Illinois

720 ILCS 120/5. Hazing

Section 5. Hazing.

A person commits hazing who knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of this State, for the purpose of induction or admission into any group, organization, or society associated or connected with that institution if: (a) the act is not sanctioned or authorized by that educational institution; and

(b) the act results in bodily harm to any person.



720 ILCS 120/10. Sentence 10

Hazing is a Class A misdemeanor, except hazing that results in death or great bodily harm is a Class 4 felony.

Louisiana**RS 17:1801 PART III. MISCELLANEOUS PROVISIONS****§1801. Hazing prohibited; reporting; documentation**

- A. Hazing in any form, or the use of any method of initiation into organizations in any education institution supported wholly or in part by public funds, which is likely to cause bodily danger or physical punishment to any student or other person attending any such institution is prohibited.
- B. Whoever violates the provisions of this Section shall be expelled, suspended, or dismissed from the education institution and not permitted to return for at least one semester, quarter, or comparable academic period. In addition, the person violating the provisions of this Section may also be subject to the provisions of R.S. 14:40.8 which provides penalties for certain hazing activities.
- C. (1) If an organization has taken disciplinary action against one of its members for hazing or has reason to believe that any member of the organization has participated in an incident of hazing, the organization shall report the incident to the institution with which it is affiliated. If an organization or any of its members has been disciplined by a parent organization for hazing, the organization shall report the hazing for which the organization was disciplined to the institution with which it is affiliated.
(2) When the institution receives a report of an alleged incident of hazing pursuant to the provisions of Paragraph (1) of this Subsection, the institution shall do both of the following:
 - (a) Report to law enforcement as required by R.S. 14:40.8. The information reported to law enforcement shall include all information and details received by the institution relative to the alleged incident, with no information being redacted, including the name of all individuals alleged to have committed the act or acts of hazing identified in the report.
 - (b) Document in writing all actions taken with regard to the report including but not limited to the date the report was received, reports made to law enforcement as provided in R.S. 14:40.8, and any other information relative to the institution's investigation, processing, and resolution of the incident.
- (3) The Board of Regents, in consultation with the public postsecondary education management boards, shall develop the following:



(a) A standardized form that organizations shall use in making the reports required by Paragraph (1) of this Subsection.

(b) A standardized form that institutions shall use to document such reports, reports made to law enforcement as provided in R.S. 14:40.8, and the manner in which each hazing incident is handled and resolved at the institution level.

(c) A policy relative to making available to the public certain information relative to hazing that is documented pursuant to this Paragraph.

D. For purposes of this Section and R.S. 17:1801.1:

(1)(a) "Hazing" means any intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against another when both of the following apply:

(i) The person knew or should have known that such an act endangers the physical health or safety of the other person or causes severe emotional distress.

(ii) The act was associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization.

(b) "Hazing" includes but is not limited to any of the following acts associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization:

(i) Physical brutality, such as whipping, beating, paddling, striking, branding, electric shocking, placing of a harmful substance on the body, or similar activity.

(ii) Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.

(iii) Activity involving consumption of food, liquid, or any other substance, including but not limited to an alcoholic beverage or drug, that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.

(iv) Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

(c) A physical activity that is normal, customary, and necessary for a person's training and participation in an athletic, physical education, military training, or similar program sanctioned by the





postsecondary education institution is not considered "hazing" for purposes of this Section.

(2) "Organization" means a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, band, spirit group, athletic team, or similar group whose members are primarily students at, or former students of, a postsecondary education institution. "Organization" includes the national or parent organization of which any of the underlying entities provided for in this Paragraph is a sanctioned or recognized member at the time of the hazing.

(3) "Pledging" means any action or activity related to becoming a member of an organization, including recruitment and rushing.

(4) "Postsecondary education institution", "education institution", and "institution" mean any postsecondary education institution in this state supported wholly or in part by public funds.

See Also:

Act 382- Crime: Provides relative to hazing

Act 481- Civil Procedure: Authorizes exemplary damages in civil actions for death from hazing.

Act 512- Public Records: Exempts specified personally identifiable information from the Public Records Law, related to reporting violations of student codes of conduct or other policies intended for the safety of students or employees of postsecondary education institutions.

Act 635- Crime/Felonies: Amends penalties relative to the crime of hazing.

Act 637- Crime/Misdemeanor: Creates a penalty for those who fail to seek medical assistance for a person who has suffered serious bodily injury.

Act 640- Colleges/Universities: Requires reporting, policies, and education on hazing.

Texas

SUBCHAPTER F. HAZING

Sec. 37.151. DEFINITIONS

In this subchapter:

(1) "Educational institution" includes a public or private high school.

(2) "Pledge" means any person who has been accepted by, is considering an offer of membership from, or is in the process of qualifying for membership in an organization.



(3) "Pledging" means any action or activity related to becoming a member of an organization.

(4) "Student" means any person who:

(A) is registered in or in attendance at an educational institution;

(B) has been accepted for admission at the educational institution where the hazing incident occurs; or

(C) intends to attend an educational institution during any of its regular sessions after a period of scheduled vacation.

(5) "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 group, whose members are primarily students.

(6) "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 for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization if the act:

(A) is any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity;

(B) involves sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other similar activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;

(C) involves consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance, other than as described by Paragraph (E), that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;

(D) is any activity that induces, causes, or requires the student to perform a duty or task that involves a violation of the Penal Code; or

(E) involves coercing, as defined by Section 1.07, Penal Code, the student to consume:

(i) a drug; or

(ii) an alcoholic beverage or liquor in an amount that would lead a reasonable person to believe that the student is intoxicated, as defined by Section 49.01, Penal Code.

Sec. 37.152. PERSONAL HAZING OFFENSE

(a) A person commits an offense if the person:

(1) engages in hazing;



(2) solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing;

(3) recklessly permits hazing to occur; or

(4) has firsthand knowledge of the planning of a specific hazing incident involving a student in an educational institution, or has firsthand knowledge that a specific hazing incident has occurred, and knowingly fails to report that knowledge to the dean of students or other appropriate official of the institution, a peace officer, or a law enforcement agency.

(b) The offense of failing to report is a Class B misdemeanor.

(c) Any other offense under this section that does not cause serious bodily injury to another is a Class B misdemeanor.

(d) Any other offense under this section that causes serious bodily injury to another is a Class A misdemeanor.

(e) Any other offense under this section that causes the death of another is a state jail felony.

(f) Except if an offense causes the death of a student, in sentencing a person convicted of an offense under this section, the court may require the person to perform community service, subject to the same conditions imposed on a person placed on community supervision under Chapter 42A, Code of Criminal Procedure, for an appropriate period of time in lieu of confinement in county jail or in lieu of a part of the time the person is sentenced to confinement in county jail.

Sec. 37.153. ORGANIZATION HAZING OFFENSE

(a) An organization commits an offense if the organization condones or encourages hazing or if an officer or any combination of members, pledges, or alumni of the organization commits or assists in the commission of hazing.

(b) An offense under this section is a misdemeanor punishable by:

(1) a fine of not less than \$5,000 nor more than \$10,000; or

(2) if the court finds that the offense caused personal injury, property damage, or other loss, a fine of not less than \$5,000 nor more than double the amount lost or expenses incurred because of the injury, damage, or loss.

Sec. 37.154. CONSENT NOT A DEFENSE

It is not a defense to prosecution of an offense under this subchapter that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Sec. 37.155. IMMUNITY FROM PROSECUTION OR CIVIL LIABILITY AVAILABLE

(a) In the prosecution of an offense under this subchapter, the court may grant immunity from prosecution for the offense to each person who is



subpoenaed to testify for the prosecution and who does testify for the prosecution.

(b) Any person, including an entity organized to support an organization, who voluntarily reports a specific hazing incident involving a student in an educational institution to the dean of students or other appropriate official of the institution, a peace officer, or a law enforcement agency is immune from civil or criminal liability that might otherwise be incurred or imposed as a result of the reported hazing incident if the person:

(1) reports the incident before being contacted by the institution or a law enforcement agency concerning the incident or otherwise being included in the institution's or a law enforcement agency's investigation of the incident; and

(2) cooperates in good faith throughout:

(A) any institutional process regarding the incident, as determined by the dean of students or other appropriate official of the institution designated by the institution; or

(B) any law enforcement agency's investigation regarding the incident, as determined by the chief or other appropriate official of the law enforcement agency designated by the law enforcement agency.

(c) Immunity under Subsection (b) extends to participation in any judicial proceeding resulting from the report.

(d) A person is not immune under Subsection (b) if the person:

(1) reports the person's own act of hazing; or

(2) reports an incident of hazing in bad faith or with malice.

Sec. 37.156. OFFENSES IN ADDITION TO OTHER PENAL PROVISIONS This subchapter does not affect or repeal any penal law of this state. This subchapter does not limit or affect the right of an educational institution to enforce its own penalties against hazing.

Sec. 37.157. REPORTING BY MEDICAL AUTHORITIES

A doctor or other medical practitioner who treats a student who may have been subjected to hazing activities:

(1) may report the suspected hazing activities to police or other law enforcement officials; and

(2) is immune from civil or other liability that might otherwise be imposed or incurred as a result of the report, unless the report is made in bad faith or with malice.

Sec. 37.158. VENUE

(a) In this section, "prosecuting attorney" means a county attorney, district attorney, or criminal district attorney.

(b) An offense under this subchapter may be prosecuted:



- (1) in any county in which the offense may be prosecuted under other law; or
- (2) if the consent required by Subsection (c) is provided, in a county, other than a county described by Subdivision (1), in which is located the educational institution campus at which a victim of the offense is enrolled.
- (c) An offense under this subchapter may be prosecuted in a county described by Subsection (b)(2) only with the written consent of a prosecuting attorney of a county described by Subsection (b)(1) who has authority to prosecute an offense under this subchapter.

Sec. 51.936. HAZING

(a) Subchapter F, Chapter 37, applies to a postsecondary educational institution under this section in the same manner as that subchapter applies to a public or private high school.

(b) For purposes of this section, "postsecondary educational institution" means:

- (1) an institution of higher education as defined by Section 61.003;
- (2) a private or independent institution of higher education as defined by Section 61.003; or
- (3) a private postsecondary educational institution as defined by Section 61.302.

(c) Not later than the 14th day before the first class day of each fall or spring semester, each postsecondary educational institution shall distribute to each student enrolled at the institution:

- (1) a summary of the provisions of Subchapter F, Chapter 37; and
- (2) a copy of, or an electronic link to a copy of, the report required under Subsection (c-1).

(c-1) Each postsecondary educational institution shall develop and post in a prominent location on the institution's Internet website a report on hazing committed on or off campus by an organization registered with or recognized by the institution. The report:

- (1) must include information regarding each disciplinary action taken by the institution against an organization for hazing, and each conviction of hazing under Section 37.153 by an organization, during the three years preceding the date on which the report is issued or updated, including:
 - (A) the name of the organization disciplined or convicted;
 - (B) the date on which the incident occurred or the citation was issued, if applicable;
 - (C) the date on which the institution's investigation into the incident, if any, was initiated;
 - (D) a general description of:
 - (i) the incident;



(ii) the violations of the institution's code of conduct or the criminal charges, as applicable;

(iii) the findings of the institution or court; and

(iv) any sanctions imposed by the institution, or any fines imposed by the court, on the organization; and

(E) the date on which the institution's disciplinary process was resolved or on which the conviction became final;

(2) must be updated to include information regarding each disciplinary process or conviction not later than the 30th day after the date on which the disciplinary process is resolved or the conviction becomes final, as applicable; and

(3) may not include personally identifiable student information and must comply with the Family Educational Rights and Privacy Act of 1974 (20 U.S.C. Section 1232g).

(c-2) Each postsecondary educational institution shall provide to each student who attends the institution's student orientation a notice regarding the nature and availability of the report required under Subsection (c-1), including the report's Internet website address.

(d) If the institution publishes a general catalogue, student handbook, or similar publication, it shall publish a summary of the provisions of Subchapter F, Chapter 37, in each edition of the publication.

(e) Section 1.001(a) does not limit the application of this section to postsecondary educational institutions supported in whole or in part by state tax funds.

Campus Hazing Transparency Reports ("CHTR")

Beginning July 1, 2025, The Chicago School will publish in a prominent location on the public website information with respect to hazing incidents if there has been a finding of responsibility against registered or established groups/organizations. This report will be updated at least twice per year if there are additional findings of responsibility to document. The CHTR will be publicly available on [The Chicago School webpage](#). It will include, at a minimum:

- the period from when the Report was last published and ending on the date it is being republished;
- each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including;
- Name of the organization;
- Dates of incidents
- Information and description of the violation



The CHTR may include any additional information determined by The Chicago School as necessary or as required by State law. The CHTR will not include Personally Identifiable Information in the report.

Clery Act and Annual Security Report

The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that The Chicago School report the number of incidents of certain crimes that occur within particular geographic locations (Clery geography). Beginning with the 2026 Annual Security Report, The Chicago School must also include hazing incidents reported to have occurred within Clery geography. The first calendar year that will include hazing statistics is 2025. The Clery Act also requires The Chicago School to issue a warning to the community in certain circumstances.

In the statistical disclosures and warnings to the community, The Chicago School will ensure that a Complainant's name and other identifying information is not disclosed.

The Office of the Dean for Student Success will refer information to Campus Operations, when appropriate, for a determination about Clery-related actions, such as disclosing crime statistics or sending campus notifications.

TRAINING AND PREVENTION

In alignment with the prevention and awareness program requirements of the Stop Campus Hazing Act, The Chicago School maintains a commitment to not only address incidents of hazing that occur, but also to educate our campus community about hazing and healthy alternatives to prevent this type of harm.

Training is provided through Student Life & Events to:

- all new students during New Student Orientation
- all Student Interest Groups and Recognized Student Organizations annually

Training is provided through the Office of the Dean for Student Success to all Chicago School community members annually.

The Chicago School will provide information throughout the academic year to reinforce the Policy and encourage a culture of safety.





UNIVERSITY RESOURCES

1. Student Community Standards: scs@thechicagoschool.edu
2. Title IX: titleix@thechicagoschool.edu / 213-615-7264
3. Student Life & Events: studentlife@thechicagoschool.edu

MAINTENANCE OF FILES AND RECORDS

The files of individuals or any student organization found responsible for violation of this Policy will normally be retained as a conduct record in the Office of the Dean for Student Success. Records maintained to comply with the Clery Act (including the Stop Campus Hazing Act) will be retained for the time period consistent with Clery Act records.

This policy shall be reviewed annually by the Office of the Dean for Student Success to ensure compliance with applicable federal and state laws and university standards.

