

Hazing Policy

Compliance and Community Standards

Policy Owner: The Office of Compliance and Community Standards

Effective date: Immediate

Approval date: Spring 2025

Schedule for Review: Spring 2027

Policy Summary:

It is intended that this policy prohibits behavior associated with hazing to help shape healthy group behaviors that promote inclusive campus communities that support ethical student leadership, well-being and belonging. Effective prevention of hazing behavior also includes education and skill-building strategies to help keep students safe.

Policy Statement:

The purpose of this policy is to follow the established universal definition for hazing provided by the Clery Center, provide transparency to campus community members, help campus community members intervene in harmful patterns, and educate students, employees and campus stakeholders to be informed about hazing, know how to report hazing, and provide skills to help prevent hazing. While hazing often occurs in the context of fraternity and sorority life, athletics, performing arts groups, honor societies, club sport teams, student government organizations, and others, all incidents of Hazing will be included in the FLC Annual Security Report.

Responsibilities:

For enforcement of the policy: The Office of Compliance and Community Standards

For oversight of the policy: The Office of Compliance and Community Standards

For procedures for implementing policy: The Office of Compliance and Community Standards

Definitions:

The Clery Center establishes hazing as:

“Any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them, regardless of a person’s willingness to participate.”

The Clery Center further identifies three components that define hazing:

1. It occurs in a group context
2. Humiliating, degrading, or endangering behavior
3. Happens regardless of an individual’s willingness to participate

The specific behaviors or activities that constitute hazing may vary among participants and circumstances. Hazing includes, but is not limited to:

- Paddling or striking
- Coerced physical activity causing excessive fatigue
- Forced consumption of food, alcohol, or drugs

- Physical or psychological shock
- Exposure to extreme weather conditions
- Participating in morally degrading or humiliating games, activities, or public stunts
- Stranding members far from campus
- Confinement in any room or compartment
- Use of threatening words or conduct to instill fear of bodily harm in another person.

Procedures:

All members of the campus community have a duty to promptly report good faith concerns about potential hazing impacting another member of the campus community. Specifically, if any such individual holds firsthand knowledge about hazing, whether that hazing has already occurred or is set to occur in the future, they have a duty to make a reasonable effort to immediately report the hazing-related information.

Violations of this policy can be reported by filing a report through www.fortlewis.edu/tellsomeone.

The Compliance and Community Standards team will investigate the complaint in accordance with the Student Code of Conduct, the Administrative Professional Handbook, and the Grievance Procedure. The Grievance Procedure shall govern all proceedings involving such a complaint. Sanctions, if appropriate, will be imposed in accordance with the Student Code of Conduct.

Any violation involving a crime, an emergency, or an imminent threat to the health or safety of any person should be reported immediately by dialing 9-1-1 or reaching out to the Fort Lewis College Police Department through their business hours line at 970-247-7491 or the after-hours line at 970-749-6581.

Violations of this policy or interference in an investigation under this policy by students or student organizations are subject to sanctions under the Student Code of Conduct. Any College employee who knowingly permits, authorizes, or condones hazing activity is subject to disciplinary action by the College through the Grievance Procedure.

Violations of this policy by faculty, staff, and other employees are subject to discipline in accordance with the College policies and procedures governing employee misconduct. Violations by faculty, staff, or other employees can be reported in writing to Human Resources or www.fortlewis.edu/tellsomeone.

The College will report to the Fort Lewis College Police Department any complaints of hazing involving criminal conduct that creates a substantial risk to the health or safety of any person in the College community. Such reporting shall include, but not be limited to, criminal homicide, robbery, aggravated assault, burglary, motor vehicle theft, arson, and illegal weapons possession.

The College will produce a Campus Hazing Transparency Report which will include violations that the College has documented. The Campus Hazing Report will be updated yearly with the Campus Safety and Security Report. The College will publish on the Fort Lewis Website the Campus Hazing Transparency prevention policy along with a list of organizations that have violated the hazing policy.

Cross-Referenced Policies:

[Student Code of Conduct](#)

[Administrative Professional Handbook](#)

[Grievance Procedure](#)

Review and Revision History:

This policy was established in Summer 2025 in accordance with the Stop Campus Hazing Act, which amended the Clery Act.