

Loyola University Maryland Anti-Hazing Policy

University Statement on Hazing

Loyola University Maryland holds that hazing is a fundamental violation of human dignity. As members of a Jesuit community, we believe in treating one another with respect, integrity, and kindness. Hazing has no place within our University, and we are committed to maintaining a safe, inclusive, and supportive environment for all individuals. We encourage all members of our community to report any incidents of hazing to law enforcement and the University's Office of Student Conduct. Hazing will not be tolerated at Loyola University Maryland and will be met with appropriate action, which may include both disciplinary measures and legal consequences. Prevention is the shared responsibility of every student, faculty, staff member, and alumni, and requires a collective commitment to fostering a culture of care, respect, and accountability.

Policy Definitions

Hazing: The term 'hazing', for purposes of reporting statistics on hazing incidents 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—

- (I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- (II) 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.”

The term 'student organization', for purposes of reporting means 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.

Furthermore, Loyola University Maryland defines **Hazing** as any action that may endanger, abuse, degrade, or intimidate a person physically, mentally, emotionally, or psychologically in connection with initiation into, or affiliation with any group or organization, regardless of the person's consent or lack of consent. This includes and is not limited to:

- a. Planning, organizing, or intending to commit such action;
- b. Recklessly or intentionally endangering the mental or physical health of an individual;
- c. forced or coerced consumption of alcohol or drugs; or
- d. other inappropriate activities as defined by the Loyola University Maryland Community Standards.

Aggravated Hazing: Aggravated hazing occurs when a hazing activity results in serious bodily injury or death, and the perpetrator acts recklessly or intentionally disregards the safety and well-being of the individual involved.

Organizational Hazing: An organization may be held responsible for promoting, facilitating, or allowing hazing to occur among its members. This applies to all student organizations, including fraternities, sororities, athletic teams, clubs, and any other group recognized by Loyola University Maryland.

Sanctioning for Hazing Violations

Violations of this anti-hazing policy may result in a range of disciplinary actions, including but not limited to:

- Verbal or written warning
- Mandatory educational programs on hazing prevention
- Probation or suspension from student organizations or teams
- Removal from a group or team
- Fines or restitution
- Withholding of diplomas or transcripts
- Suspension or expulsion from the University
- Criminal charges in accordance with Maryland state law or applicable federal laws

Additional Sanctions for Athletics and Club Sports may include:

- Interim Suspension from all sport/club activities
- Full Suspension from practices, competitions, or games
- Termination of athletic eligibility
- Loss of scholarships
- Cancellation of games or seasons
- Post-season competition bans

Applicable Maryland State Law

Hazing (Under Maryland Code § 26-102): Hazing is a criminal offense and is defined as any act or coercion that causes or creates a substantial risk of causing, physical or mental harm, or discomfort to another person in the course of initiation into or affiliation with a group or organization, regardless of whether the individual consents. This includes any acts that subject individuals to unnecessary risks, discomfort, or potential harm. Hazing can include:

- Any form of physical violence or brutality, including whipping, beating, or forced calisthenics.
- Any mental or emotional harm, such as sleep deprivation, isolation, or forced participation in embarrassing or degrading activities.
- Coercion to consume alcohol or drugs.
- Any form of sexual violence or coercion.
- Any activity that creates a reasonable likelihood of injury, distress, or humiliation.

Any individual found guilty of hazing may face criminal penalties, including fines or imprisonment. If hazing results in serious injury or death, the individual may be charged with aggravated hazing, which carries more severe consequences.

Maryland Anti-Hazing Law (§ 3-607) The State of Maryland also prohibits hazing and defines it as such:

- Prohibited — A person may not recklessly or intentionally do an act or create a situation that
- subjects a student to the risk of serious bodily injury for the purpose of initiation into a student

- organization of a school, college, or university.
- Penalty — A person who violates this section is guilty of a misdemeanor and, on conviction, is subject to imprisonment not exceeding 6 months or a fine not exceeding \$500 or both.
- Prohibited defense — The implied or expressed consent of a student to hazing is not a defense under this section.

Loyola University Maryland is committed to complying with all applicable state and federal laws, including Maryland's anti-hazing statute, and will report violations to the proper authorities when necessary.

Reporting Violations of this Policy

Any member of the Loyola University Maryland community who believes they have witnessed or been subjected to hazing should immediately report the incident to:

(https://cm.maxient.com/reportingform.php?LoyolaUnivMD&layout_id=12) or through the following departments:

- Athletics
- Office of Student Integrity and Restorative Justice Practices: studentintegrity@loyola.edu
- Title IX Coordinator: (410) 617-2249
- Loyola University Maryland Department of Public Safety: (410) 617-5010

Reports may be submitted anonymously, and the University encourages all members of the community to come forward to help ensure a safe and respectful environment.

Enforcement of this Policy

All allegations of hazing, whether involving students or employees, will be investigated and managed in accordance with Loyola University Maryland's student integrity processes. Investigations may be carried out by the Office of Student Integrity and Restorative Justice Practices (in conjunction with the Dean of Students), Public Safety, or Human Resources, depending on the individuals involved. Any student or organization found in violation of this policy will be subject to the University's integrity procedures and applicable criminal or civil penalties under state and federal law.

Transparency in the Hazing Response Process

The University uses its established Student Integrity Process as the primary process for reviewing and resolving allegations of hazing involving students and student organizations. The purpose of this section is to provide additional transparency about what students, athletic teams, and student organizations can expect after a hazing report is received. This section does not create a separate hazing adjudication process or replace the Student Integrity procedures.

Requests for Confidentiality and Privacy

Reporters are encouraged to provide their name and contact information. The University recognizes the sensitivity of hazing reports and will protect the privacy of reporters, students, respondents, witnesses, and other participants to the greatest extent reasonably possible. Information will be shared only with individuals who have a legitimate need to know, consistent with applicable law and University policy.

Reports may be submitted anonymously. A person may also request confidentiality. The University cannot guarantee absolute confidentiality. In some circumstances, the University may need to use or disclose information to address health or safety concerns, fulfill legal or policy obligations, preserve evidence, conduct an effective investigation, respond to an ongoing or systemic risk, or provide the procedural fairness required by the Student Integrity Process.

When confidentiality is honored, the University's ability to investigate, determine responsibility, or take disciplinary or organizational action may be limited. When reasonably possible, the University will explain significant limitations created by a confidentiality request.

Retaliation against a person who reports hazing, participates in an investigation, provides information, or supports another person in reporting is strictly prohibited.

Preliminary Review

Upon receiving a report of alleged hazing, the Office of Student Integrity and Restorative Justice Practices will conduct an initial review to determine the appropriate institutional response. The review may include consultation with Athletics, Residence Life & Housing, Public Safety, Title IX, or other appropriate offices.

The preliminary review will consider:

- Whether the alleged behavior, if established, could constitute a violation of this Anti-Hazing Policy or another University policy.
- Whether there are immediate or ongoing health, safety, retaliation, or community concerns.
- Whether relevant evidence may be at risk of being lost, altered, deleted, or destroyed.
- Whether the allegations may implicate another University process, including Title IX, Public Safety, Clery, or employment processes.
- Whether the concern involves an individual student, student organization, athletic team, club sport, or other University-affiliated group.
- Whether additional limited inquiry or a formal investigation is appropriate.

A report or allegation is not a finding of responsibility. If a formal investigation is not warranted, the University may conduct a limited inquiry, refer the matter to another process, close the matter, or use an educational or restorative response as appropriate. When reasonably possible, the reporting party will be informed of the general disposition of the report, subject to privacy restrictions.

Immediate Safety and Interim Measures

The University may take immediate action when necessary to protect health, safety, evidence, or the University community. Interim or protective measures are administrative or safety measures and are not findings that a student or organization is responsible for hazing.

Depending on the circumstances, measures may include changes to housing or access, separation of individuals, restrictions on participation in specified activities, increased supervision, no-contact directives, safety planning, temporary organizational restrictions, or other reasonable measures. For athletic teams and organizations, temporary restrictions may be implemented when necessary to address safety or preserve the integrity of the process.

Investigation

If the Office of Student Integrity and Restorative Justice Practices determines that an investigation is warranted, the investigation will be conducted in accordance with the Student Integrity Process. The University may notify the student(s) and/or organization(s) whose conduct is being reviewed of the allegations and applicable policy provisions.

Investigators may interview the reporting party, respondent(s), witnesses, organizational leaders, coaches, advisors, staff, and other persons with relevant information. Investigators may also collect relevant documents and other evidence, including electronic communications, photographs or video, schedules, attendance information, organizational records, travel information, and other evidence reasonably related to the allegations.

When supported by the evidence, investigators may examine both the specific alleged incident and the broader organizational context. For athletic teams and organizations, this may include participation expectations, initiation or membership practices, power dynamics, leadership involvement, knowledge by coaches or

advisors, prior related concerns, pressure or secrecy, retaliation, and whether similar conduct reflects a broader pattern.

The University will make reasonable efforts to preserve relevant evidence and prevent inappropriate interference with witnesses or the investigative process. Individuals are expected to cooperate honestly and to refrain from deleting, altering, concealing, or directing others to alter relevant evidence.

Student Integrity Resolution

Following investigation and review, the matter will proceed through the applicable Loyola Student Integrity Process. The Director of Student Integrity and Restorative Justice Practices or designee will determine the appropriate resolution pathway consistent with the Community Standards.

Depending on the circumstances, a hazing matter may proceed through an administrative hearing, Peer Integrity Board hearing, administrative panel, restorative conference, or another resolution pathway authorized by the Community Standards. The University may determine that a more structured hearing is appropriate for serious or complex hazing matters.

Students and organizations proceeding through the Student Integrity Process will receive the notice, opportunity to respond, access to information, advisor rights, hearing protections, decision, and appeal rights provided by the applicable Community Standards and Student Integrity procedures.

The University uses the preponderance of the evidence standard when determining responsibility under the Student Integrity Process. Individual and organizational responsibility may be considered separately when appropriate.

Accountability and Outcomes

If a student or organization is found responsible, outcomes will be imposed under the Community Standards and may include the sanctions already identified in this policy. In determining an appropriate outcome, the University may consider the severity and nature of the conduct, actual or potential harm, risk to student safety, leadership involvement, number of participants, organizational responsibility, prior history, failure to intervene, retaliation, cooperation, and prior institutional interventions, consistent with University policy.

For athletic teams and club sports, Athletics or Recreation and Wellness (RecWell) may implement participation or operational consequences authorized by applicable University or athletics policies. Such actions do not replace or control the Student Integrity determination of responsibility.

Organizational outcomes may also require changes to practices, leadership, supervision, training, recruitment or initiation activities, or other conditions intended to reduce the risk of recurrence.

Case Closure and Follow-Up

The University will document the disposition of significant hazing matters, including applicable findings, outcomes, interim measures, and required referrals or reporting determinations, consistent with applicable records-retention requirements.

When appropriate, the University may conduct organizational or programmatic follow-up focused on prevention and institutional improvement. This may include reviewing team or organization culture, leadership practices, training, supervision, reporting pathways, evidence preservation, and prevention strategies. Such follow-up does not relitigate an individual finding.

Safe Harbor Provision

Under Maryland law, individuals who seek medical attention for themselves or others in the event of a hazing-related emergency may be exempt from certain criminal liabilities. Loyola University Maryland's "Responsible Action Protocol" policy mirrors this provision, offering amnesty from University sanctions for students seeking

medical help in life-threatening situations related to alcohol or drugs. However, this provision does not protect individuals from criminal prosecution.

Retaliation Policy

Loyola University Maryland will not tolerate any retaliation against individuals who report hazing or participate in an investigation. Retaliation against anyone who reports hazing or cooperates in an investigation is strictly prohibited. Retaliation includes but is not limited to harassment, bullying, intimidation, exclusion from social activities, or any adverse action affecting the person's academic or extracurricular standing. Any retaliatory actions will be subject to disciplinary measures, up to and including expulsion from the University (if applicable).

Bi-annual Report

In accordance with Maryland law, Loyola University Maryland will publish a bi-annual report on its website, summarizing all hazing incidents reported to the University in the past year. This report will include information on the nature of the incidents, the outcomes of investigations, and any sanctions imposed. Further this policy will be provided to all applicable organizations, teams, and clubs on an annual basis.

Annual Training

In alignment with Loyola University Maryland's commitment to student well-being and community accountability, all new incoming and transfer students are required to complete a series of educational modules through Vector Solutions. These modules are part of a comprehensive health and safety curriculum, which includes essential content on hazing prevention.

In addition, all applicable student organizations, athletic teams, and club groups are required to ensure that new members, as well as their coaches, moderators, and advisors, complete an annual online hazing prevention training module. This proactive educational initiative is designed to promote a culture of respect, safety, and mutual responsibility within all student communities.

Failure to complete the required training may result in disciplinary action or a loss of participation privileges within the respective organization or team.

Additional Resources

- **StopHazing.org:** Provides resources and education about hazing prevention.
- **HazingPrevention.org:** National organization dedicated to preventing hazing in all forms.
- **Maryland State Laws on Hazing:** Relevant sections of the Maryland Criminal Law Code available online.

This policy was last updated on 9/15/26 and will be reviewed annually for effectiveness and compliance with applicable laws.