

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.

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 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 8/18/26 and will be reviewed annually for effectiveness and compliance with applicable laws.