

CSCU Hazing Prevention and Reporting Policy

Policy #	Policy Name	BOR Resolution	Adoption Date	Next Review Date
2.7	CSCU Hazing Prevention and Reporting Policy		June 26, 2025	July 1, 2028

Policy Owner(s): CSCU General Counsel; Institutional Public Safety Leadership; Institutional Chief Human Resource Officers; Institutional Student Affairs Leadership; CSCU Associate Vice Chancellor of Human Resources; CSCU Associate Vice President for Enrollment and Student Success

Applicability: This policy applies to all CSCU students, employees, and any third parties engaging in CSCU's educational and employment programs and activities.

Effective Date: July 1, 2025

I. Purpose

CSCU is committed to fostering a safe and supportive environment free from hazing. As such, the following policy prohibits hazing and requires institutional transparency should hazing occur.

II. Definitions

CSCU: Collectively or singularly, any of the following institutions: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, Western Connecticut State University, Connecticut State Community College, and Charter Oak State College.

Hazing: Any intentional, knowing, or reckless act that causes or creates reasonable risk of physical or psychological well-being of individuals, regardless of the willingness of such persons, in connection with student organizations including initiation, affiliation, membership, or maintenance of membership.

Risk: Potential for harm above the reasonable risk encountered during general participation in CSCU or the organization's programs and activities.

Student Organization: An organization at a CSCU institution in which two or more of the members are students enrolled at a CSCU institution, whether or not the organization is established or recognized by a CSCU institution.

III. Policy

a. Prohibited Behaviors

Hazing, in any form, is strictly prohibited at CSCU. This includes, but is not limited to:

- whipping, beating, striking, electronic shocking, placing of a harmful substance on

someone's body, or similar activity;

- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation.

b. Reporting Hazing Incidents

All members of the CSCU community are encouraged to report any hazing incidents promptly. Reports can be made through campus security, institutional police departments, student affairs, human resources or any other designated college or university officials. All reports will be addressed by appropriate officials in accordance with CSCU's policies and related procedures, including but not limited to, Student Code of Conduct and Code of Conduct For Regents, Employees and Volunteers.

Individuals identified as Campus Security Authorities (CSA) at their institution under the Clery Act must report incidents of hazing to the appropriate campus contact responsible for compiling the Annual Security Report for the purpose of inclusion in the Annual Security Report.

c. Institutional Responsibilities

i. Hazing Response Procedures

All CSCU institutions must adopt and publish procedures related to hazing report response. These procedures must be consistent with this policy and minimally include how the institution will receive, review, and investigate, when necessary, reports of hazing.

ii. Prevention Programs

All CSCU institutions will maintain and promote hazing prevention programs. These programs will include primary prevention strategies, such as bystander intervention training and leadership development, to help prevent hazing before it occurs. Institutions must publish, and regularly maintain, a list of related programming, including descriptions of the events and programs and audience, demonstrating sufficient programmatic coverage for students and employees.

iii. Campus Hazing Transparency Report

By July 1, 2025, all CSCU institutions will begin collecting information with respect to hazing incidents at the institution. When a reportable hazing violation¹ occurs at a CSCU institution

involving an established or recognized student organization, that institution will prominently publish a Campus Hazing Transparency Report on its public website summarizing findings related to student organizations found in violation of hazing policies. The Campus Hazing Transparency Report must include:

- this policy and any related procedures;
- the name of such student organization;
- a general description of the violation that resulted in a finding of responsibility, including whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the institution, and any sanctions placed on the student organization by the institution, as applicable; and
- the dates on which:
 - o the incident was alleged to have occurred;
 - o the investigation into the incident was initiated;
 - o the investigation ended with a finding that a hazing violation occurred; and
 - o the institution provided notice to the student organization that the incident resulted in a hazing violation.

The report will be updated twice a year or as required by law and will be maintained for at least five years consistent with all applicable record retention standards and laws.

iv. Annual Security Report

CSCU institutions will collect and disclose statistics on hazing incidents as part of the annual security report required by the Clery Act, including incidents reported to campus security or local authorities. The data will be compiled in a manner consistent with the definition of hazing in this policy and will be updated as required. In addition to the hazing-related statistics, CSCU institutions will provide a statement on its hazing policies, reporting procedures, and investigation processes in the annual security report.

IV. Enforcement

1 For the purposes of the Transparency Report, a reportable violation occurs after an investigation concludes that an individual or organization subject to this policy engaged in behavior that constitutes hazing as defined by this policy.

This policy is enforced under the Student Code of Conduct and Code of Conduct For Regents, Employees and Volunteers.

V. Related Statutes

CT Gen Stat § 53-23a Offenses Against the Person - Hazing