

Rose-Hulman Anti-Hazing Policy

I. Purpose

Rose-Hulman Institute of Technology is committed to providing a safe and supportive educational environment. Hazing undermines the values of respect, integrity, and accountability that we hold as a campus community. This policy establishes Rose-Hulman's position on hazing, defines prohibited conduct, outlines reporting procedures, and affirms our commitment to hazing prevention and education.

II. Definition of Hazing

In accordance with federal law under the Stop Campus Hazing Act (2024), ***hazing*** is defined as:

Any intentional, knowing, or reckless act committed by a person against another person (regardless of that person's willingness 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 of physical or psychological injury (that is above the reasonable risk encountered in the course of participation in the Institution or the organization).**

Federal law further defines hazing to include the following activities when these activities meet the definitions stated above. The list below is not all-inclusive and additional activities may constitute hazing.

1. Whipping, beating, striking, electronic shocking, placing a harmful substance on someone's body, or similar activity;
2. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activity;
3. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
4. Causing, coercing or otherwise inducing another person to perform sexual acts;
5. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
6. 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 of local, state, tribal or federal law.

This definition applies regardless of whether the act is perceived as "voluntary" or whether the victim has provided consent. A student organization is defined as any organization in which two or more of the members are students enrolled at Rose-Hulman, regardless of whether the organization is established or recognized by Rose-Hulman.

Indiana state law defines hazing as forcing or requiring another person, (1) with or without the consent of the other person and (2) as a condition of association with a group or organization, to perform an act that creates a substantial risk of bodily injury.

Any acts which constitute a violation of the federal or state law definitions of hazing shall be prohibited on Rose-Hulman's campus.

III. Prohibited Conduct

Hazing and any other activity that requires violation of Institute policy or federal, state or local law is strictly prohibited by Rose-Hulman Institute of Technology.

This prohibition applies to:

- Individuals (students, faculty, staff)
- Student organizations (recognized or unrecognized)
- Athletic teams and club sports
- Any other campus-affiliated groups or individuals acting on their behalf

Violations may result in disciplinary action against individuals and/or organizations, including but not limited to consequence such as permanent suspension, suspension , removal of organizational recognition, or referral to law enforcement.

IV: Greek Life and New Member Activities

Rose-Hulman recognizes that student organizations, including fraternities and sororities, contribute significantly to the personal, academic, and leadership development of their members. However, the Institute also acknowledges that new member activities are often the context in which hazing behaviors occur. Therefore, additional expectations apply to Greek-letter organizations and any student group conducting new member education.

Expectations for New Member Programs:

- Rose-Hulman supports positive and developmental new member activities that promote leadership, academic excellence, inclusion, and community engagement.
- All fraternities and sororities must follow the Office of Student Affairs' guidelines for new member education programs, as well as any applicable national organization policies.
- Activities must be fully consistent with Institute policies, including this Hazing Policy, and comply with all applicable federal, state, and local laws.
- Any new member activity must avoid physical, mental, or emotional harm; intimidation; coercion; or exclusion from academic or social resources.

Accountability of Leadership:

- Chapter presidents, new member educators, student leaders, and other individuals in leadership roles within their organizations are considered responsible for all new member activities conducted by their organizations.
- Leaders are expected to be fully informed about all events and to actively prevent, identify, and report hazing or misconduct.
- Organizational leadership may be held accountable for hazing violations committed by any member acting on behalf of the group.

National Affiliation and Oversight:

- Rose-Hulman supports risk management and new member education statements developed by national fraternities and sororities.
- All local chapters are expected to align with the policies and standards of their national organizations in addition to those of the Institute.

The Institute is committed to working with Greek-letter organizations to build a safe, inclusive, and values-based culture that supports student well-being and eliminates hazing.

IV. Reporting Hazing

Rose-Hulman encourages all students, faculty, staff, and community members to report suspected or confirmed hazing. Reports can be made with the following departments or online:

- The Office of Student Affairs
- The Office of Public Safety
- [Online Form to Report Hazing](#)

Retaliation against individuals who report hazing, intervene to stop it, or participate in an investigation is strictly prohibited.

Students who report hazing or assist in an investigation will not face disciplinary action for minor policy violations (such as alcohol use) revealed during the process, provided they cooperate fully with the investigation and did not engage in hazing.

V. Investigation Process

All reported hazing allegations will be promptly investigated according to the procedures outlined in Rose-Hulman's Student Code of Conduct, Non-Academic Misconduct. Investigations may involve coordination with local law enforcement, depending on the nature of the alleged behavior.

Individuals, organizations and teams are expected to fully cooperate during hazing investigations. This includes:

- Identifying individual members, alumni, or others involved in the alleged hazing activity
- Providing truthful, complete information and documentation
- Preserving and not tampering with any evidence related to the incident
- Refraining from any form of retaliation against those who report or intervene in hazing behavior

Failure or refusal to cooperate may result in additional disciplinary action, including enhanced sanctions for both individuals and organizations.

VI. Campus Hazing Transparency

In compliance with federal law, Rose-Hulman will publish a **Campus Hazing Transparency Report** on the institute website, summarizing any incident involving recognized student organizations for which a finding of responsibility was issued related to a hazing violation. The report will include the name of the student organization, a general description of the violation, including whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the Institution, any sanctions placed on the student organization by the Institution, and relevant dates. The report will not include any personally identifiable information under FERPA.

VII. Prevention and Education

Rose-Hulman is committed to providing annual, research-informed hazing prevention education to:

- All incoming students
- Student organization leaders
- Coaches and athletic staff
- Advisors and faculty involved in student activities

Educational programs will cover definitions, risks, reporting procedures, and the institution's disciplinary process. Additional training will include bystander intervention training and ethical leadership training.

VIII. Conclusion

By upholding this policy, Rose-Hulman affirms its commitment to fostering a community grounded in dignity, respect, and student well-being. All members of the campus community are responsible for contributing to a safe and healthy environment free from hazing.