



*Division of Student Affairs & Enrollment Management  
Office of Campus Life*

## ***HAZING POLICY***

### **Purpose**

It is the responsibility of all student organizations to encourage an atmosphere of learning, social responsibility, and respect for human dignity and to provide positive influence and constructive development for members and aspiring members. "Hazing" is an unproductive and hazardous custom that is incongruous with this responsibility and has no place in university life; either on or off campus. Any student who refuses to comply with this policy shall be subject to disciplinary action under the Student Code of Conduct. The purpose of this policy is to define hazing and to provide guidelines and reporting protocol with regard to hazing which student organizations and their members must follow.

### **Definition**

"The State of Maryland, in Article 27, s268, defines "Hazing" as, doing any act or causing any situation which recklessly or intentionally 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." "Violation constitutes misdemeanor; penalty - A person who hazes a student so as to cause serious bodily injury to the student at any school, college, or university is guilty of a misdemeanor and, upon conviction, is subject to a fine of not more than \$500, or imprisonment for not more than 6 months, or both." "Consent of student not a defense. The implied or expressed consent of a student to hazing may not be a defense under this section (1985, ch. 153)."

UMES further defines "HAZING" as, doing any act or knowingly participating in, or causing any situation that subjects a student to the risk of serious injury, including physical injury and mental or emotional stress, for the purpose of initiation into a student organization of a school, college or university.

### **Prohibition and Sanctions**

- Hazing as defined in this policy is prohibited.
- Organizations found to be in violation of this policy may lose their status as recognized student organizations of the University.
- Individual members who are found to be in violation of this policy are in violation of the Student Code of Conduct and may be disciplined in accordance with the University's disciplinary procedures.
- The negligence or consent of a student member of an organization or any assumption of risk by a student member of an organization is not a defense to an action brought pursuant to this policy.
- The negligence or consent of individuals joining an organization or any assumption of risk by an individual joining an organization is not a defense to an action brought pursuant to this policy.
- The penalty for hazing as defined by this policy shall be determined through the conduct process and may include expulsion.
- The following are examples of actions, which might constitute hazing:
  - Paddling;
  - Requiring or compelling excessive exercise and calisthenics;
  - Involuntary excursions;
  - Requiring or compelling excessive exposure to elements;
  - Verbal harassment; and/or
  - Requiring the forced consumption of any liquid or solid substance, or drugs, or the forced inhalation of any substance.

## **Responsibility**

- The Vice President for Student Affairs & Enrollment Management or designated representative is the University official who has primary responsibility for administering this policy.
- It is the responsibility of every member of the University community who has first-hand or reliable knowledge of an alleged hazing incident to report it immediately.
- Fraternities, sororities, social fellowships, and/or student organizations must provide the Director of Campus Life a copy of a signed statement (waiver) from each candidate seeking membership, indicating that they have read and understand this policy. Forms may be obtained from the Office of Campus Life.
- Fraternities, sororities, social fellowships, and student organization presidents, and advisors must provide the Director of Campus Life a copy of a signed statement (waiver), indicating that they have read and understand this policy. Forms may be obtained from the Office of Campus Life.

When any organization (fraternities, sororities, social fellowships, or student organization) has been suspended either by the University or their National Chapter (governing body) they must:

- Remove all symbols, shields, and other paraphernalia from the campus for the length of their suspension.
- Refrain from wearing all fraternity/sorority/organization clothing for the length of their suspension.
- Cease using the University's name in association with their fraternity/sorority/organization for the length of their suspension.

Failure to adhere to this policy will result in a conduct hearing, which may lead to suspension and/or expulsion from the University, of the organization and/or individual students. Note: The Office of Campus Life forwards communication to all parents and students informing them when a fraternity/sorority/organization has been suspended from campus.

**Note: Any alleged incident of hazing should be reported to the Director of Campus Life immediately.**



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**Hazing Policy & Liability Waiver**

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  - Verbal harassment; and/or
  - Requiring forced consumption of any liquid or solid substance or drugs, or the forced inhalation of any substance.

**STUDENT HAZING LIABILITY WAIVER**

I, \_\_\_\_\_, attest that I have read and fully understand the Hazing Policy for University of Maryland Eastern Shore (UMES). Further, I attest that I will not take part in any manner or form of hazing as defined by the Hazing policy. Nor will I allow myself to be hazed by any member of the University of Maryland Eastern Shore community or any person or club/organization in association with the UMES club/organization in which I am a member or potential member. It is my understanding that if I should take part in any form of hazing, I am one-hundred percent responsible and liable for my actions. Further, the University is not responsible or liable for any damages, claims or actions based upon my conduct. By signing my name below, I confirm that I fully understand both the Hazing policy and this Liability Waiver; and agree and will abide by these policies as expressed:

\_\_\_\_\_  
(signature of student)

\_\_\_\_\_  
UMES ID

\_\_\_\_\_  
(date)



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**ORGANIZATION/ADVISOR HAZING LIABILITY WAIVER**

As President/Advisor of \_\_\_\_\_ fraternity/sorority/organization  
I, \_\_\_\_\_, attest that I have read and fully understand the Hazing Policy for University of Maryland Eastern Shore (UMES). Further, I attest that as President/Advisor of this organization, I/we will not take part in any manner or form of hazing as defined by the Hazing policy. It is my/our understanding that if the organization should take part in any form of hazing, I/we are one-hundred percent responsible and liable for our actions as an organization, advisor, or as individual members. Further, we acknowledge the University is not responsible or liable for any damages, claims or actions based upon the conduct of this organization, the advisor or individual members. By signing my name below, I confirm that this organization, to which I am President/Advisor, fully understands both the Hazing policy and this Liability Waiver; and agree and will abide by these policies as expressed herein:

\_\_\_\_\_  
*(signature of organization president/advisor)*

\_\_\_\_\_  
*UMES ID*

\_\_\_\_\_  
*(date)*