

Policy on Hazing

Approval Authority:	Cabinet
Responsible Officer:	Vice President for Student Affairs
Responsible Office:	Division of Student Affairs
Effective Date:	June 23, 2025

I. Purpose of this Policy

The Trustees of the Stevens Institute of Technology (“Stevens” or the “University”) is committed to providing an environment free from hazing. Consistent with the University’s obligations under the Federal Stop Campus Hazing Act (“SCHA”) and New Jersey Law (“NJ Law”) and in each case, as modified from time to time (collectively, “Applicable Law”)¹, this Policy reflects Stevens’ zero-tolerance for hazing, clarifies the types of conduct that constitute hazing under this Policy and Applicable Law, explains how Stevens will enforce the Policy, including providing mandatory training and appropriate penalties for violations, and explains how to report alleged violations of the Policy. All capitalized terms used in this Policy without definition are defined in Section II.

II. Definitions

- A. Organization: an organization (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 Stevens, whether or not the organization is established or recognized by Stevens.
- B. Student: An individual who attends or has applied to attend or has been admitted to Stevens.

III. Policy Statement

- A. Hazing in all its forms by any member of the Stevens community or Organization is strictly prohibited by this Policy. Under this Policy, hazing includes, but is not limited to, all behavior prohibited under Applicable Law as set forth below in this Section III.
- B. Under the SCHA, the term ‘hazing’ 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, an Organization; and
 - ii. causes or creates a risk, above the reasonable risk encountered in the course of participation in higher education or the Organization (e.g., the physical preparation necessary for participation in an athletic team, ROTC, or drama club), of physical or psychological injury including:

- 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 of local, State, Tribal, or Federal law.

C. Under NJ Law, a person will be guilty of hazing if their conduct is in connection with initiation of applicants to or members of a student or fraternal Organization and the person knowingly or recklessly:

- i. Causes, coerces, or otherwise induces another person to commit an act that violates federal or state criminal law;
- ii. Causes, coerces, or otherwise induces another person to consume any food, liquid, alcoholic liquid, drug, or other substance which subjects the person to a risk of emotional or physical harm or is otherwise deleterious to the person's health;
- iii. Subjects another person to abuse, mistreatment, harassment, or degradation
 - (a) of a physical nature including, without limitation, whipping, beating, branding, excessive calisthenics, or exposure to the elements, or (b) of a mental or emotional nature including, without limitation, activities adversely affecting the mental or emotional health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment, or (c) of a sexual nature; or
- iv. Subjects another person to any other activity that creates a reasonable likelihood of bodily injury to the person.

D. This Policy sets forth expectations for all members of the Stevens community, all Organizations, and for non-community members visiting the Stevens campus or participating in Stevens' programs. It applies to conduct that occurs on Stevens' campus including, without limitation, all fraternity and sorority activities and residences and facilities (regardless of whether such residences or other facilities are owned or operated by Stevens), and to all programs and activities sponsored by Stevens, even if such program or activity takes place off-campus or online. Stevens' prohibition on hazing extends to all aspects of its educational programs and activities, including, but not limited to, admissions, employment, academics, athletics, and student services.

- E. In accordance with the prevention and awareness program requirements of SCHA, the Divisions of Student Affairs and Human Resources will provide information and mandatory training on this Policy to students, faculty, and staff each year. Each student, faculty, and staff member is obligated to complete this training and to cooperate in all respects with Stevens' efforts to prevent hazing in accordance with this Policy.

IV. Reporting a Hazing Violation

Given the potential seriousness of the risks presented by hazing, each member of the Stevens community (i.e., faculty, staff and students) and each Organization is obligated by this Policy to (a) report any known or suspected violation of this Policy to Stevens as soon as possible and (b) immediately report any emergency situation involving hazing to Campus Police. In addition, any alumni, parent or other individual (whether or not directly connected with Stevens) may report a known or suspected violation of this Policy.

Reports under this Policy shall be directed to the Director of Community Standards and Title IX Coordinator in the Office of Student Affairs, Dean of Students, or the Assistant Vice President for Human Resources and Strategic Initiatives. In addition, reports may be submitted through Stevens' hotline on an identified or anonymous basis at (855) 277-4065 or on the Compliance Hotline website at <https://secure.ethicspoint.com/domain/media/en/gui/31028/index.html>. Stevens is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, the University's ability to obtain additional information may be compromised, and the ability to investigate anonymous reports may be limited.

Prompt reporting of hazing to Stevens and/or Campus Police will be considered by Stevens as a mitigating fact in any disciplinary process involving the reporter and may be relevant under NJ Law to mitigate the likelihood of criminal prosecution for certain drug crimes.

Failure by any member of the University community or Organization to provide a timely report of suspected hazing may result in discipline and other consequences, including potential dismissal from University employment or expulsion.

Students who seek medical assistance for themselves or for an individual who is intoxicated or experiencing a drug- or alcohol-related emergency will not be subject to university disciplinary action related to their drug and alcohol activity, although such students may be required to meet with the Director of Community Standards, as appropriate, to discuss the incident. Such students may be subject to penalties under local, state, or federal law. Prompt reporting of hazing to Stevens and/or Campus Police will be considered by Stevens as a mitigating fact in any disciplinary process involving the reporter and may be relevant under NJ Law to mitigate the likelihood of criminal prosecution for certain drug crimes.

V. **Enforcement of this Policy**

- A. **Disciplinary Measures.** Students, employees and Organizations who violate this Policy are subject to University disciplinary actions up to and including expulsion, termination or suspension. Any penalty imposed under this Section shall be in addition to a penalty imposed for a violation of any other Stevens rule to which the violator may be subject. Disciplinary actions may include, without limitation, one or more of the following which may be imposed on an individual(s) or Organization or both:
- i. The imposition of fines;
 - ii. The withholding of diplomas or transcripts pending compliance with sanctions or payment of fines;
 - iii. Organizations and individuals may face consequences including, but not limited to, loss of privileges to operate or reside on campus—either in whole or in part—or to maintain official recognition by Stevens, as well as disciplinary actions such as warnings, probation, suspension, dismissal, or expulsion.
 - iv. Other appropriate educational opportunities or sanctions.

Disciplinary actions taken by Stevens under this Policy do not operate to diminish or replace the penalties available under Applicable Law.

- B. **Investigation, Conclusion and Appeal.** Allegations made under this Policy will be investigated by the Director of Community Standards and Title IX Coordinator in the Division of Student Affairs, or the Assistant Vice President of Human Resources and Strategic Initiatives, in consultation with Stevens Campus Police and the Office of General Counsel. In cases where an Organization violates the Policy, the Dean of Students (or their designee) will conduct the investigation. Where the conduct under investigation constitutes a potential crime, Stevens Campus Police will conduct a concurrent investigation. The Division of Student Affairs may also inform regional, national, and/or international affiliated offices of Organizations, for additional action and/or investigation. Stevens will proceed under this Policy regardless of the actions of any such governing body or law enforcement.

The “preponderance of the evidence” standard will be used by Stevens in generating findings. Where a violation of this Policy is determined to have occurred, the University, via appropriate administrators, will impose disciplinary sanctions as described in this Policy. If the individual or Organization party to such investigation is dissatisfied with the findings and sanctions, the findings and sanctions may be appealed by the individual or Organization within 10 business days to the Vice President for Student Affairs or the Vice President for Human Resources, whose decision shall be final. The limited grounds for appeal are as follows: (1) new evidence is available that could affect the investigation but was unavailable at the time of the investigation; (2) procedural error(s) had a material impact on the fairness of the investigation; and (3) the sanction(s) imposed were grossly disproportionate to the violation committed. Dissatisfaction with the outcome of the

investigation is not grounds for appeal.

- C. Academic Transcript. Notice will be provided to the student if a sanction becomes part of their academic transcript and will be noted in the student's final outcome/determination letter.
- D. Interim Measures. The Director of Community Standards and Title IX Coordinator in the Division of Student Affairs, the Dean of Students (or designee), or Associate Vice President of Human Resources, in consultation with Stevens Campus Police and the Office of General Counsel, will review the facts and circumstances of each allegation in deciding whether interim measures, such as changes to an individual or Organization's status or participation in an event or activity pending the outcome of the investigation, are appropriate. Such changes may include restriction from campus or participation in an event or activity until the allegation has been satisfactorily investigated and resolved and other measures, such as changes to an individual or Organization's status or participation in an ongoing event or activity pending the outcome of the investigation, as are determined to be appropriate by Stevens.
- E. Restraining and No-Contact Orders. A Complainant has the right to seek a restraining order or similar no-contact or protective order from the police by contacting the Division of Student Affairs (for a no-contact order) or Stevens Campus Police or other appropriate police department.

VI. Communication of this Policy

This Policy will be published in Stevens' Policy Library and in the Student Handbook. In addition, a copy of this Policy will be distributed to each Student and Organization at Stevens each academic year.

VII. Campus Hazing Transparency Report ("CHTR") and NJ Annual Hazing Report

Stevens will maintain a report including information on all violations of this Policy and Applicable Law which are reported to Stevens. This information will be retained by Stevens for five years. No report will include the personal identifying information of any individual.

Stevens will post to its public-facing website and announce to its community an annual report containing information on reported violations of this Policy twice each year as of January 1 and August 1. This report will (a) include information for the current year and four prior years (i.e., 5 years in total)² and (b) include the date an individual or Organization was charged with a violation of law or this Policy and a general description of the violation, including whether the violation involved the abuse or illegal use of alcohol or drugs, any investigation, findings, and penalties imposed by Stevens, and the date on which the matter was resolved. The report will be publicly available on the University webpage at <https://www.stevens.edu/page-basic/hazing>.

In addition to the Hazing Transparency Report, the University will also include hazing incidents reported to have occurred within applicable Clery-geography in its annual Clery Report. The first calendar year that will include hazing statistics is 2025 which will be published by October 1, 2025. The Clery Act also requires Stevens to issue a warning to the community in circumstances of serious and continuing threats to the campus community.

VIII. Annual Review

This Policy shall be reviewed annually by the Division of Student Affairs to ensure compliance with Applicable Law and university standards.

¹ N.J. STAT. ANN. § 18A:3-27.1-27.4, 2C:40-3-4 (West 2022).