

Information about the Stop Campus Hazing Act and Mandatory Reporting

for OU Faculty and Staff



WHAT IS THE STOP CAMPUS HAZING ACT?

The "Stop Campus Hazing Act," (Act) is a federal law passed in December 2024 that makes hazing a federal crime in addition to a state crime and a University of Oklahoma policy violation. The Act also introduces comprehensive measures to enhance transparency, accountability, and prevention efforts related to hazing on college and university campuses. The Act aims to create safer educational environments and ensure that students can participate in campus life without the threat of hazing-related harm. Pursuant to the Act, training must be made available to all faculty and staff. Faculty and staff are encouraged to read the entirety of this document, which will also be available on ou.edu/stop-hazing and OnPoint.ou.edu.

The Act defines the term *hazing* to mean 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 (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (e.g., a club, athletic team, fraternity, or sorority); and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical or psychological injury.

WHO MUST PARTICIPATE?

All institutions of higher education (IHEs) that participate in federal student aid programs

WHAT ARE THE KEY PROVISIONS OF THE ACT?

1. Mandatory Reporting of Hazing Incidents
2. Required Campus Hazing Transparency Report
3. Creates a Standardized Definition of Hazing and Student Organization
4. Required Implementation of Prevention Programs
5. Required Online Disclosure of Hazing Policies and Violations

WHAT IS REQUIRED OF FACULTY/STAFF?

Mandatory Reporting

The Act requires the mandatory reporting of hazing incidents disclosed to OU community members. Any faculty/staff member who is told about a hazing incident, witnesses hazing or has reason to believe that hazing has occurred must report the incident immediately through one of the reporting resources outlined below. Reports should include a detailed description of the events that transpired, names of any individuals

involved, and if applicable, a description of any actions taken by the department, college, or Student Organization/University Program.

- a. Student Conduct Incident Reporting Form:
 - i. Report alleged violations by OU students of the Code of Conduct – All Campuses: <https://www.ou.edu/studentconduct/report-an-incident>
- b. Hazing Reporting Form:
 - ii. Report alleged violations of the Stop Campus Hazing Act and University hazing policy – All Campuses: https://cm.maxient.com/reportingform.php?UnivofOklahoma&layout_id=0
- c. Institutional Equity Reporting Form:
 - iii. Report alleged student, faculty or staff issues related to Title IX – All Campuses: https://cm.maxient.com/reportingform.php?UnivofOklahoma&layout_id=10
- d. Campus Security Authority Reporting Form
 - iv. Campus Security Authorities may use this form to report alleged Clery Act crimes, including hazing, to OUPD – All Campuses: <https://www.ou.edu/clery/reporting>
- e. Behavioral Intervention Team (BIT) Reporting Form
 - v. Report a student, faculty or staff member that may be in distress:
 1. Norman Campus: <https://www.ou.edu/normanbit>
 2. Health Sciences Campus: <https://ouhsc.edu/bit>
 3. OU-Tulsa Campus: <https://www.ou.edu/tulsastudentaffairs/resources/bit>
- f. OU Report It!
 - vi. Report concerns or possible misconduct:
 1. OU Norman Campus and OU Online: <https://ou.ethicspoint.com/>
 2. OU Health Sciences Campus and Additional Sites: <https://ouhsc.ethicspoint.com/>
 3. OU-Tulsa Campus: <https://outulsa.ethicspoint.com>

Be an Active Bystander

Bystander intervention is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention. In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when hazing activities are witnessed.

There are 3 different strategies you can use to intervene when you see hazing. We call them the 3 Ds: Direct, Distract, & Delegate.

- Direct: With a direct response, you accept personal responsibility and do something to stop the situation from getting worse.
- Distract: You find a way out for the potential victim(s) by creating a shift in the situation.
- Delegate: You can ask someone to intervene with you or for you (don't hesitate to contact the police).

Failing to intervene in hazing is a violation of university policy. This applies to any individual in a position to act—such as officers, leaders, supervisors, advisors, employees, or coaches—who observes, is aware of, condones, or fails to prevent hazing activities, regardless of their direct participation.

Practice Ethical Leadership

Ethical leadership is an approach to building positive, non-hazing social norms through leadership development activities that focus on ethical beliefs and values related to respect, dignity, and the rights of others, as a foundation for enhancing individuals' capacity to lead change, manage conflict, and take risks. Ethical leadership in hazing prevention is about transforming the culture of a group or organization to prioritize the well-being and respectful treatment of all members, making hazing not only against the law and policy but also against the fundamental values of the group.

Here's how ethical leadership contributes to hazing prevention:

- Builds a Foundation of Values
- Promotes Positive Social Norms
- Develops Leaders and Active Bystanders
- Strengthens Protective Factors
- Creates a Culture of Trust and Respect
- Sets the Example for Other Group Members

Utilize Strategies for Building Group Cohesion

While it is sometimes believed that hazing can be used to strengthen group bonds, research suggests this is not necessarily true and that hazing often has negative consequences. Instead, group leaders should utilize strategies for building group cohesion to strengthen group bonds and reinforce fundamental group values.

Examples of these strategies include:

- Create a shared purpose
- Build psychological safety
- Use rituals and traditions
- Create opportunities for positive connection
- Practice inclusive or shared leadership – encourage others to step up and lead
- Resolve conflict proactively and in accordance with values

For information about hazing prevention strategies and reporting, visit ou.edu/stop-hazing.

WHAT HAPPENS WHEN A REPORT IS MADE?

Upon receiving a hazing report, the University will conduct a fair and impartial investigation. This will be done in accordance with relevant University policies, including, but not limited to, the Student Rights and Responsibilities Code and Procedures, employee (including staff and faculty) handbooks, non-discrimination and sexual misconduct policies, and athletic governance procedures. If the investigation confirms hazing occurred, the University will take appropriate disciplinary action. Student organizations found responsible for hazing will be disclosed in the University's campus hazing transparency report, which can be found at ou.edu/stop-hazing.

In accordance with the Jeanne Clery Campus Safety Act, all reports of hazing are shared with OUPD for inclusion in the daily crime log AND are reviewed to determine if there is a serious or continuing threat to campus. If it's determined that a threat exists, the University may issue a Timely Warning Notification to the campus community.

DEFINITIONS

1. **Hazing**

Hazing is any act or activity that is:

- a. Intentional, knowing, or reckless, and
- b. Committed or coerced by a person (alone or with others) regardless of rank, role, or university employment status, and
- c. Is committed against another person or people regardless of their willingness to participate that:
 - i. Is committed during an initiation into, an affiliation with, or the maintenance of membership in, a Student Organization/University Program; and
 - ii. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or a Student Organization/University Program (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including but not limited to:
 1. Physical Contact: Includes hitting, paddling, whipping, beating, striking, kicking, slapping, electronic shocking, branding/burning, placing harmful substance on a person's body, forced calisthenics, exposure to the elements, sleep deprivation, forced consumption of any food or substance, or other similar activities.
 2. Mental Harm: Involves psychological harm such as humiliation, intimidation/placing a person in reasonable fear of harm, threats, social isolation, sleep deprivation, confinement in a space, exposure to the elements, use of blindfolds, or other similar activities.
 3. Forced Consumption: Requires, encourages, or coerces the consumption of alcohol, drugs, food, or any other substance.
 4. Alcohol or Drug Misuse: Involves use of alcohol or drugs.
 5. Sexual Activities: Includes any sexually oriented activity that humiliates, degrades, endangers, or threatens a student including, but not limited to, sexual assault, sexual battery, indecent exposure, forced or coerced sexual contact with another person, forced or coerced simulated sexual activity, sexting, or other similar activities.
 6. Financial Obligations: Requires a person to pay dues or fees, or requires or coerces individuals to purchase items or assume financial obligations, beyond those approved by the University for membership in a Student Organization/University Program
 7. Violation of University Policy or Law: Involves any activity that violates, or forces or coerces another to violate, university policies or local, state, tribal, or federal laws.

2. **Student Organization**

For the purposes of this policy, Student Organization is defined as an organization at the University in which two or more of the members are enrolled students at the University – whether or not the organization is established or recognized by the University – including clubs, societies, associations, athletic teams, club sports teams, Registered Student Organizations (RSOs) including fraternities and sororities, bands, or student government.

3. **University Program**

For the purposes of this policy, University Program is defined as any group, area, unit, organization, or department/office at the University in which two or more of the members are employed at the University – whether or not the program is established or recognized by the University – including clubs, societies, or associations.

OKLAHOMA ANTI-HAZING LAW

Title 21, Section 1190 Oklahoma Statutes

- A. No student organization or any person associated with any organization sanctioned or authorized by the governing board of any public or private school or institution of higher education in this state shall engage or participate in hazing.
- B. Any hazing activity described in subsection F of this section upon which the initiation or admission into or affiliation with an organization sanctioned or authorized by a public or private school or by any institution of higher education in this state is directly or indirectly conditioned shall be presumed to be a forced activity, even if the student willingly participates in such activity.
- C. A copy of the policy or the rules and regulations of the public or private school or institution of higher education which prohibits hazing shall be given to each student enrolled in the school or institution and shall be deemed to be part of the bylaws of all organizations operating at the public school or the institution of higher education.
- D. Any organization sanctioned or authorized by the governing board of a public or private school or of an institution of higher education in this state which violates subsection A of this section, upon conviction, shall be guilty of a misdemeanor, and may be punishable by a fine of not more than One Thousand Five Hundred Dollars (\$1,500.00) and the forfeit for a period of not less than one (1) year all of the rights and privileges of being an organization organized or operating at the public or private school or at the institution of higher education.
- E. Any individual convicted of violating the provisions of subsection A of this section shall be guilty of a misdemeanor, and may be punishable by imprisonment for not to exceed ninety (90) days in the county jail, or by the imposition of a fine not to exceed Five Hundred Dollars (\$500.00), or by both such imprisonment and fine.
- F. For purposes of this section:
 - 1. "Hazing" means an activity which recklessly or intentionally endangers the mental health or physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating subject to the sanction of the public or private school or of any institution of higher education in this state;
 - 2. "Endanger the physical health" shall include but not be limited to any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, alcoholic beverage as defined in Section 506 of Title 37 of the Oklahoma Statutes, low-point beer as defined in Section 163.2 of Title 37 of the Oklahoma Statutes, drug,

controlled dangerous substance, or other substance, or any other forced physical activity which could adversely affect the physical health or safety of the individual; and

3. "Endanger the mental health" shall include any activity, except those activities authorized by law, which would subject the individual to extreme mental stress, such as prolonged sleep deprivation, forced prolonged exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.