

University of Baltimore

I-2.5 Interim Anti-Hazing Policy

Approved by President Schmoke on:

Interim Anti-Hazing Policy

Section 1: Overview

The University of Baltimore (“UBalt”) believes in maintaining an environment that promotes the safety and worth of every individual. Every student should feel safe to participate in activities and organizations without compromising their health, safety, or welfare. Therefore, Hazing is unacceptable and a violation of this policy. Additionally, the [Stop Campus Hazing Act](#), enacted on December 23, 2024, amends the Clery Act to prioritize the prevention of and transparency about hazing incidents at colleges and universities. Hazing is also considered a crime under [Maryland law](#).

The Anti-Hazing Policy’s **Jurisdiction** covers any allegations that a student, Student Organization, or UBalt employee engaged in Prohibited Conduct under this policy whether the conduct occurs on or off campus.

Section 2: Definitions

2.1 Hazing is defined as a reckless, intentional, or knowing act, committed by a person or concert of persons, which manifest a situation that (i) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a Student Organization; and (ii) causes or creates a risk, above the reasonable risk, of physical or psychological injury. Hazing 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 of local, State, Tribal, or Federal law.

Hazing does not include either of the following:

- Reasonable and customary organizational training, contests, competitions or other activities that are explicitly relevant to the mission of the organization, and, which do not create an unreasonable risk of physical or psychological injury; or
- Lawful expressive activities that are protected under the First Amendment to the United States Constitution.

2.2 Student Organization means an organization at UBalt, including but not limited to, a Registered Student Organization or Sports Club in which two or more members are students enrolled at UBalt, whether or not the organization is established or recognized by the institution.

2.3 University Sponsored Student Group - All Student Groups functioning in the name of the University of Baltimore must register with the appropriate University office or department and remain in compliance with the policies and procedures required by the terms of their registration. Student Groups include Registered Student Organizations (RSO) and Sports Clubs.

2.4 University Community - is broadly defined to include all University administrators, faculty, staff, students, applicants for admission and/or employment, alumni, volunteers, and third parties under University control.

Section 3: Prohibited Conduct

3.1 Hazing;

3.2 Apathy or acquiescence in the presence of Hazing; or

3.3. Retaliating against or taking adverse action toward any reporting party and/or person participating in an investigation or adjudication or Prohibited Conduct in accordance with this policy.

Section 4: Reporting an Incident of Hazing

UBalt requires any person who becomes aware of an incident of Hazing to report the information using one or more of the three processes outlined below:

4.1 Reporting through the Code of Conduct: submit a Code of Conduct referral form online by completing the [Academic Integrity and Code of Conduct Referral Form](#).

4.2 Reporting through the Center for Student Engagement and Inclusion (CSEI): submit a written report of the violation to a CSEI staff member at studentorgs@ubalt.edu.

4.3 Reporting through the School of Law: for Hazing incidents specific to the School of Law, submit a written report to the Associate Dean for Student Affairs, Paul Manrique at pmanrique@ubalt.edu.

CSEI and the School of Law are required to report any reports of Prohibited Conduct received to the Office of Student Support through the reporting mechanism in 4.1 above for investigation and adjudication.

UBalt community members may also report an incident of hazing to the University of Maryland, Baltimore Police Department (UMBPD) by following this [link](#) to the Clery Incident Report Form. However, please note that completion of this form does not replace or change any existing reporting requirements or procedures for disciplinary referrals for student or employee misconduct. Note that campus security authorities must report the incident to the UMBPD so that the data can be compiled for inclusion in the University's mandatory reporting under the Clery Act.

In the event of an ongoing emergency resulting from a Hazing incident or otherwise call 911.

Amnesty: In order to encourage reporting of Hazing, the University will extend amnesty from Student conduct allegations and sanctions to parties and witnesses for minor violations of the [UBalt Policy and Procedure on Drug and Alcohol Use](#) for reporting parties, witnesses, or respondents where such disclosures are made in connection with a good faith report or investigation of Hazing or retaliation. This provision does not apply to more serious allegations such as unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on UBalt property or as part of any UBalt activities.

Section 5: Investigating Incidents of Hazing

Investigation of alleged violations of Prohibited Conduct will be conducted and adjudicated through the student conduct process. UBalt community members can find the Student Code of Conduct here: [Student Code of Conduct](#).

Alleged violations of Prohibited Conduct by employees will be referred to the University's Office of Human Resources.

Section 6: Hazing Prevention & Awareness

UBalt endeavors to foster a climate free from Hazing through training, education, prevention programs, policies, and procedures that promote prompt reporting, prohibit retaliation, and promote timely, fair and impartial investigation and resolution of Prohibited Conduct.

6.1 Hazing Prevention:

Hazing prevention at UBalt focuses on reaching community members by multiple methods and at different levels of campus involvement. UBalt's Hazing prevention includes research-informed, campus-wide prevention programming designed to reach all members of the University Community, which addresses:

- the UBalt Anti-Hazing Policy,
- how to report Hazing,
- information about the University's Hazing response process,
- applicable Maryland law, and
- prevention strategies, including but not limited to:
 - o Education through [digital communication and social media](#) platforms,

- Free 90-minute training for University Sponsored Student Groups on the [10 Signs of Healthy & Unhealthy Groups](#),
- Providing training through the University's Shared Governance, and
- Maintaining policies related to alcohol and drug use.

6.2 Hazing Awareness:

In addition to publication of Hazing statistics in UBalt's Annual Security Report ("ASR"), UBalt will also develop and publish a Campus Hazing Transparency Report ("CHTR"), summarizing the findings concerning any established or recognized student organization found responsible for Hazing pursuant to this policy. The CHTR will be created upon the first incident of a finding of Hazing by an established or recognized student organization. The CHTR will be updated at least twice a year, if new incidents involving an established or recognized student organization occur and result in a finding of responsibility for Hazing.

The CHTR must include:

- A statement notifying the public of the annual availability of Hazing statistics in the ASR, as well as a link to the ASR;
- Information on the institution's policies relating to Hazing;
- Applicable local, state and tribal laws regarding hazing; and
- Information about Student Organizations that are found responsible for a Hazing violation, including:
 - The name of the Student Organization;
 - A general description of the violation, including whether it involved the abuse or illegal use of alcohol or drugs, the findings of the institution, and any sanctions issued;
 - Date of the Hazing incident(s);
 - Date the investigation was initiated;
 - Date the investigation ended with a finding that Hazing occurred; and
 - Date that notice of the outcome was issued to the Student Organization.