

Walsh University Anti-Hazing Policy

University Statement on Hazing

Walsh University believes hazing is inherently a violation of human dignity, and as God's children no place in higher education. We encourage all members of our community to report any instances of hazing they witness, have knowledge of, or suspect to law enforcement and to the University's Office of Student Conduct and Community Standards. Walsh University prohibits hazing as part of its Student Code of Conduct and will investigate and respond to all reports of hazing it receives. Prevention of hazing is the responsibility of every member of the University community, including students, student organizations, teams, employees, volunteers, and alumni.

Policy Definitions

Hazing (O.R.C. 2903.31) - "Hazing" means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code. Hazing offenses include but are not limited to the following criteria:

- Violate Federal or State criminal law;
- Consume any food, liquid, Alcoholic Liquid, Drug, or other substance which subjects the Student to risk of emotional or physical harm;
- Endure brutality of a physical nature, including whipping, beating, branding, calisthenics, or exposure to the elements;
- Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment;
- Endure brutality of a sexual nature; and/or
- Endure any other activity that creates a reasonable likelihood of Bodily Injury to the Student.

Aggravated Hazing – A person commits the offense of Aggravated Hazing if a person commits a violation of Hazing that results in Serious Bodily Injury or death to a Student; and

- The person acts with reckless indifference to the health and safety of the Student; or
- The person causes, coerces, or forces the consumption of an Alcoholic Liquid or Drug by the Student.

Organizational Hazing – An organization commits the offense of Organizational Hazing if the Organization intentionally, knowingly, or recklessly promotes or facilitates a violation of Hazing or Aggravated Hazing.

"Organization" is defined as any of the following:

- An association, club, corporation, corps, fraternity, order, service, society, sorority, social or similar group, whose members are primarily Students or alumni of the University.
- A national or international organization with which an Organization enumerated under paragraph D (1) is affiliated.
- Organization includes sports teams such as athletics, intramural, and recreation teams.

Alcoholic Liquid – A substance containing liquor, spirit, wine, beer, malt, or brewed beverage, or any combination thereof.

Drug – A controlled substance or drug as defined in the Act of April 14, 1972 (P.L.233, Mo.64), known as The Controlled Substance, Drug, Device, and Cosmetic Act.

Student – is any person who is currently enrolled at Walsh University.

Employees- staff or faculty of Walsh University.

Faculty-individuals with either faculty rank or status.

Staff-employees of Walsh University (full-time, part time, or casual) where the majority of their work responsibilities are considered non-teaching activities of various types in support of the educational, research, and service programs of the University.

University Volunteer- any uncompensated individual who is authorized by a University department or division to perform service for or on behalf of the University, or to gain personal or professional experience.

Bodily Injury – Impairment of physical condition or substantial pain.

Serious Bodily Injury – Bodily Injury which creates a substantial risk of death or which causes serious, permanent disfigurement or protracted loss or impairment of the function of any bodily member or organ.

University – Walsh University and its, schools, affiliates, divisions, and subsidiaries.

Safe Harbor – A provision in the Anti-Hazing Law which, under limited circumstances, gives protection to individuals from criminal liability who seek medical attention for themselves or others. The University's Caring Cavalier Amnesty policy also provides amnesty from violations of the Walsh University Code of Conduct for students who seek immediate medical attention for themselves or individuals in a life threatening drug/alcohol related condition. The student reporting the incident must state their name and remain with the individual in need of medical assistance until help arrives. The policy does not grant amnesty from criminal, civil, or legal consequences for violations of federal, state, or local law.

Retaliation – Retaliating in any manner against any individual who reports Hazing, Aggravated Hazing, or Organizational Hazing, or who participates in an investigation of a report of same is prohibited. Retaliation is taking any adverse action against a person in response to that person's participation in such conduct as, but not limited to, reporting, filing a complaint, or cooperating in an inquiry or investigation. Adverse actions and retaliatory behavior can include, but is not limited to, harassment, bullying, intimidation, threats, or engaging in physical violence; adverse employment action (termination, reduction in pay, etc.); adverse action related to educational opportunities; adverse social actions such as exclusion or removal from an Organization; and encouraging or asking others to engage in retaliatory behavior on one's behalf.

Sanctioning for Hazing Violations

Anyone found responsible for violating this policy may face disciplinary action, up to and including expulsion from the University, and may also face criminal charges under applicable federal, state, or local. University disciplinary measures include, but are not limited to:

- Verbal or written warning
- Assignment of verbal or written apology
- Mandatory education
- Counseling
- Community service
- Penalties imposed by the Office of Student Conduct and Community Standards
- The imposition of fines
- The withholding of diplomas or transcripts pending compliance with the rules or payment of fines
- The rescission of permission for the Organization to operate on campus property or to otherwise operate under the sanction or recognition Walsh University
- The imposition of probation, suspension, dismissal, or expulsion

Additional penalties that may be imposed for Athletics include:

- Penalties imposed by head coaches or athletics administrators, the NCAA or GMAC
- Suspension from practice/competition or removal from a team
- Termination of athletics eligibility
- Cancellation of games and/or remainder of a season
- Post-season ban

Such sanctions may be assigned to individual students and/or to organizations. The University may assign other sanctions as appropriate in each particular situation, including situations involving Employees.

Reporting Violations of this Policy

Walsh University encourages all members of its community who believe that they have witnessed, experienced, or are aware of conduct that constitutes Hazing, Aggravated Hazing, or Organizational Hazing in violation of this policy to report to:

Walsh University Campus Police 24 hours/day
330-490-7474

The Office of Student Conduct and Community Standards
330-490-7538
wustudentconduct@walsh.edu

Enforcement of this Policy

Any violation of this policy shall be deemed a violation of the University's Student Code of Conduct. All allegations of Hazing, Aggravated Hazing, or Organizational Hazing will be referred to the Office of Community Standards and Student Conduct and/or Campus Police. All hazing allegations will be investigated and managed through the conduct process when appropriate. Situations involving Employees will be addressed by Human Resources.

Intro to Collin’s Law:

Ohio’s Senate Bill 126, also referred to as Collin’s Law in honor of Collin Wiant, an 18-year-old man who died in a hazing incident in 2018. The bill requires public and private institution of higher education in Ohio to adopt an anti-hazing policy and publish it on its website. The policy must include rules prohibiting hazing; a method to enforce the policy; and penalties for such behavior, including fines, the withholding of a diploma or transcript, revocation of permission for an organization to operate on campus, probation, suspension, dismissal, and expulsion

Bi-annual Report

The University is required by the Anti-Hazing Law to maintain record of all violations of this policy or of federal or state laws related to Hazing that are reported to the University during the five (5) previous consecutive years. The university will compile this information as required and update the public bi-annually on January 1 and August 1 of each year by posting the updated information on its publicly accessible website.

Academic Year	Number of Violations	Violation Type	Sanctioning
2022	0	N/A	
2021	0	N/A	
2020	0	N/A	
2019	0	N/A	
2018	0	N/A	

ADDITIONAL RESOURCES

[Hazing Prevention.Org](#)

[Inside Hazing.com](#)

[Stop Hazing.Org](#)

[Gordie Student Health](#)