

Applies to: Students, student organizations, student groups, faculty, staff, student employees, graduate associates, student organization advisors, and volunteers

Responsible Office

Office of Student Life

POLICY

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The Ohio State University is committed to promoting a safe and healthy campus environment, where students are free from **hazing**. Hazing impedes the university's vision of being the model 21st-century public, land grant, research, urban, community-engaged institution.

Ohio State prohibits hazing, and all members of the university community are expected to conduct themselves in a manner that maintains an environment free from hazing. This policy defines expectations for the university community around hazing and establishes mechanisms for determining when those expectations have been violated, and further establishes requirements for hazing education and reporting.

Purpose of the Policy

To prohibit hazing of students and establish requirements for hazing education, reporting, and response in accordance with [Collin's Law: Ohio's Anti Hazing Act \(Collin's Law\)](#).

Definitions

Term	Definition
Alumni	Any individuals who have earned associate, bachelor, graduate, professional, or honorary degrees from Ohio State, as well as medical resident graduates of the university.
Consultant	A paid representative from an international or national organization who, acting in a professional capacity, provides advisement to a student organization or student group.
Employees	Faculty, staff, graduate associates, and student employees.
Hazing	Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, tied to initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, using alcohol, creating excessive fatigue, and paddling, punching, or kicking in any form.
Registered student organizations	<p>Student organizations recognized by, or operating under the sanction of, the university. "Organization" includes an international or national organization with which a fraternity or sorority is affiliated.</p> <p>Registered student organizations are included in the definition of "student" within the Code of Student Conduct.</p>
Retaliation	Intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.
Student	<p>An individual who has received an offer of admission, paid an acceptance fee, or registered for classes. Student status lasts until an individual graduates, is permanently dismissed, or is not in attendance for two complete, consecutive terms and includes those with a continuing educational relationship with the university.</p> <p>The university has discretion to apply this policy to former students for violations committed while they were students.</p>
Student group	A number of students who are formally associated with one another, but their association does not meet the definition of a registered student organization. Examples of student groups include but are not limited to athletic teams (including varsity sports, club sports, and intramural sports), spirit groups, military



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Term	Definition
	organizations, honor societies, musical or theatrical ensembles, and university bands (including concert, marching, and athletic bands).
Student organization advisors	Employees or volunteers who serve as a connection between student organizations and the university. With the exception of key registration and reporting requirements, the advisor's role is negotiable with the student organization. Sport club coaches are considered student organization advisors for the purposes of this policy.
Volunteers	Any individuals working in an unpaid capacity in a university activity or program, including but not limited to interns and practicum students, consultants, and alumni, who have direct contact with students.

Policy Details

I. Scope

- A. This policy applies to Ohio State **students, registered student organizations, student groups, and employees**. This policy also applies to **alumni, consultants, student organization advisors, and volunteers** acting in an official and professional capacity who advise or coach student organizations or student groups and who have direct contact with students.
- B. The policy applies to any event, program, or endeavor operated, conducted, or organized on university property and/or anywhere off campus, including virtual spaces.
- C. The following factors do not prevent conduct from being considered a violation of this policy:
 1. Expressed or implied consent; or
 2. The conduct in question is not part of an official event or otherwise sanctioned or approved by a registered student organization or student group.

II. Prohibited Conduct

- A. The following behaviors constitute a violation of this policy:
 1. Engaging in hazing as defined in this policy.
 2. Failure to report acts of hazing.
 3. Engaging in **retaliation** toward any reporting party and/or person participating in a hazing investigation or disciplinary proceeding.
- B. Failure to intervene and/or prevent hazing may constitute a violation of this policy.
- C. Students who do not complete the required training, as described in Procedure XI, are prohibited from participating in a registered student organization or student group.
- D. This policy does not apply to the following:
 1. Actions or concerns between individual students not related to membership or continuing membership in a registered student organization or student group.
 2. Actions or concerns between employees not related to membership or continuing membership within a registered student organization or student group.
 3. Trainings, competitions, or auditions legitimately relevant to the organization's core purpose, such as marching band or sport club tryouts.

III. Duty to Report to Law Enforcement

- A. Collin's Law requires administrators, employees, consultants, alumni, and volunteers of the university and/or any student organization or student group, who are acting in an official or professional capacity, to immediately report knowledge of hazing to law enforcement.
 1. For hazing on the Columbus campus, call Ohio State University Policy Department (OSUPD) at 614-292-2121. In an emergency, dial 9-1-1 immediately.
 2. For hazing off campus or on a regional campus, contact local law enforcement. In an emergency, dial 9-1-1 immediately.



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- B. More information on the duty to report to law enforcement under state law can be found at the [Report Hazing webpage](#).

IV. Duty to Report to the University

- A. In addition to the duty to report hazing to law enforcement under III above, individuals have a duty to report hazing to the university as follows:
 - 1. All students and employees of the university who receive a complaint of hazing or who observe or learn of conduct that is reasonably believed to be hazing must immediately report all known information to the university.
 - 2. Alumni, consultants, student organization advisors, and volunteers acting in an official or professional capacity who receive a complaint of hazing or who observe or learn of conduct that is reasonably believed to be hazing must also immediately report all known information to the university.
 - 3. Individuals who are required by law to maintain confidentiality are not required to report.
- B. The duty to report to the university is satisfied by completing an online [Hazing Incident Report](#).
- C. Anonymous reports can be submitted to the university's Anonymous Reporting Line at 866-294-9350 or ohio-state.ethicspoint.com, but anonymous reporting will not satisfy an individual's duty to report to the university under this policy.
- D. Reporting to the university does not fulfill an individual's obligation to report hazing to law enforcement under Collin's Law.
- E. Making a report to the university does not prevent an individual from also filing a report of a crime with law enforcement nor does it extend time limits that may apply in criminal processes.
- F. More information on the duty to report to the university under this policy can be found at the [Report Hazing webpage](#).

PROCEDURE

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- I. Receipt of Report
 - A. The university will review all reports of hazing that it receives.
 - B. The university routinely notifies the appropriate law enforcement agency or agencies when a report of hazing is received. This notification does not replace requirements an individual may have under state law to report hazing.
- II. Interim Measures
 - A. To protect the ongoing health and safety of the university community, the university may issue interim measures (e.g., interim suspension or directive) as dictated by university policies and the [Code of Student Conduct](#).
- III. Investigation, and Adjudication
 - A. An investigation process related to the reported hazing will be completed by the appropriate university office(s) in accordance with their applicable procedures. Based upon the involved parties and the nature of the allegations, these offices may include, but are not limited to, Student Conduct within the Office of Student Life, the Office of Human Resources, the Civil Rights Compliance Office, and University Police.
 - B. Alleged violations of this policy will be adjudicated under applicable policies and rules, including the Code of Student Conduct for alleged violations by students.



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IV. Sanctions/Corrective Action

- A. When a student is found to have violated this policy, potential sanctions pursuant to the Code of Student Conduct include formal reprimand, disciplinary probation, suspension, dismissal, and other appropriate educational opportunities or sanctions.
 1. Notice will be provided to the student if a sanction becomes part of their academic transcript.
- B. When an employee is found to have violated this policy, corrective actions may be taken pursuant to the Corrective Action and Involuntary Termination policy, Student Employment policy, applicable collective bargaining agreements, and/or University Faculty Rule 3335-5-04. Disciplinary corrective actions may include reduction in supervisory duties and leadership responsibilities, changes in salary, demotion, termination, and other appropriate corrective actions.
 1. Notice will be provided to the employee and the corrective action will become a part of the employee's personnel records.
 2. Student employees may be subject to sanctions and corrective action. For instance, a student employee who is suspended from the university may also be subject to termination or other corrective action.
- C. If a student organization is found to have violated this policy, the university may revoke that entity's permission to operate on university property or rescind its university recognition among other actions.
- D. When alumni, consultants or volunteers are found to have violated this policy, the university reserves the right to take appropriate action.
- E. Violations of this policy are subject to referral to appropriate law enforcement or university services, as well as to regional, national, and/or international affiliated offices of student organizations, for additional action and/or prosecution.

V. Public Reporting

- A. The university will maintain a report of all violations of this policy and will post the report on its publicly accessible [Hazing Prevention website](#), as required by Collin's Law.

VI. Amnesty

- A. The university understands that students may be reluctant to report hazing due to a concern of potential consequences for their own actions. Therefore, students who make a report under this policy or who participate in an investigation related to this policy may receive amnesty as defined by the [Code of Student Conduct](#).

VII. Training

- A. All faculty, staff, student employees, graduate associates, students, and other individuals designated by the university must complete anti-hazing and other related training as directed by the university in accordance with Collin's Law.
- B. All individuals and volunteers who have responsibilities under any part of this policy must complete training as directed by the university.

Responsibilities

Position or Office	Responsibilities
Consultants, alumni, student organization advisors, and volunteers acting in an official or professional capacity	<ol style="list-style-type: none"> 1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete training as directed by university.
Employees	<ol style="list-style-type: none"> 1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete training as directed by university.
Students	<ol style="list-style-type: none"> 1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete training as directed by university.



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Position or Office	Responsibilities
University	<ol style="list-style-type: none"> 1. Review all reports of hazing received. 2. Notify appropriate law enforcement agencies when a report of hazing is received. 3. Maintain and post report of policy violations on Hazing Prevention website.
University offices	Complete investigation processes related to reported hazing in accordance with applicable procedures.

Resources

Forms

EthicsPoint Anonymous Reporting Form, ohio-state.ethicspoint.com

Ohio State University Hazing Reporting Form, cm.maxient.com/reportingform.php?OhioStateUniv&layout_id=6

University Policies, policies.osu.edu

Corrective Action and Involuntary Termination, hr.osu.edu/policy/policy815.pdf

Non-Discrimination, Harassment, and Sexual Misconduct, go.osu.edu/non-discrimination-policy

Other Governance Documents

Code of Student Conduct, trustees.osu.edu/bylaws-and-rules/code

Collin's Law: The Ohio Anti-Hazing Act, stophazing.osu.edu/definitions/collins-law-the-ohio-anti-hazing-act

Additional Guidance

Anti-hazing training, stophazing.osu.edu

Hazing Prevention website, stophazing.osu.edu

Statewide Educational Plan for Preventing Hazing at Institutions of Higher Education, highered.ohio.gov/initiatives/campus-initiatives/hazing-prevention

Contacts

Subject	Office	Telephone	E-mail/URL
Policy questions	Office of Student Life	614-292-0748	stophazing@osu.edu stophazing.osu.edu
To make a report to the university	Office of Student Life	614-292-0748	go.osu.edu/repothazing
To make an anonymous report to the university	Anonymous Reporting Line (does not fulfill duty to report under Collin's Law)	866-294-9350	ohio-state.ethicspoint.com
To make a report to law enforcement – on Columbus campus	University Police	911 (emergency) 614-292-2121 (non-emergency)	dps.osu.edu
To make a report to law enforcement – off Columbus campus (including regional campuses)	Local law enforcement agency with jurisdiction for location. University Police can assist with identifying appropriate agency.	911 (emergency) Go to stophazing.osu.edu for list of non-emergency phone numbers.	stophazing.osu.edu

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