

## Policy on Hazing

Oberlin College prohibits hazing of any member of the College community by campus organizations, clubs, intercollegiate or intramural athletic teams, students, employees, and volunteers. Oberlin College prioritizes inclusion, respect, and integrity in its campus community and recognizes that hazing is antithetical to these values. Hazing creates an unsafe environment that presents the risk of mental and physical harm, which is contrary to the principles of community that Oberlin College upholds. This outlook is affirmed by the General Faculty's "[Statement on Hazing](#)."

The College prohibits all individuals affiliated with Oberlin College from soliciting, aiding, or agreeing or attempting to aid another person in planning or committing acts of hazing. The College prohibits all hazing activities, whether conducted on or off the College premises.

## Definitions of Hazing

The Ohio Revised Code identifies hazing as a crime. It defines hazing as "doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person." ([2903.31](#))

Congress enacted the "[Stop Campus Hazing Act](#)" in December 2024. This law defines hazing as "[a]ny 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 . . . is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and . . . 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."

The College further defines hazing as any activity that is expected of someone to join or maintain membership in an organization, club, team, or any other group that is affiliated with the College that humiliates, degrades, abuses, or endangers them, regardless of intention or willingness to participate.

The activities in the following list constitute hazing if they humiliate, degrade, abuse, or endanger participants. The list is not intended to be comprehensive:

- use of alcohol or other controlled substances, including coercing another to consume alcohol or a drug of abuse;
- nudity or partial nudity;
- physical violence in any form;
- branding, tattooing, piercing or shaving;
- excessive calisthenics or creation of unwarranted fatigue not associated with practice or competition;
- consumption of excessive or an unusual combination of food or drink;
- physical and psychological shocks;

- wearing of apparel that is conspicuous;
- engaging in public and/or private stunts and activities that put people at risk;
- sleep deprivation;
- line-ups or any interrogation for information that is not consistent with legitimate testing;
- engaging in degrading or humiliating games and activities;
- requiring personal errands of participants, such as driving to class, cleaning the room, and laundering clothes;
- any other activities which are not consistent with state and local law (including legal drinking age), or the regulations and policies of the College.

## **Sanctions and Enforcement**

Hazing is an offense in the [Oberlin College Student Conduct System](#). As per the Student Conduct System, “students are expected to be responsible for their actions and to conduct themselves in accordance with the rules and regulations of the college. Violation of the Oberlin College Code of Conduct shall be grounds for disciplinary action.” Disciplinary action for hazing may include limits on participation, restitution, probation, suspension, or dismissal. Consequences for acts of hazing will be enforced by the Office of Student Conduct and Community Standards.

Pursuant to R.C. 2903.311, the College will report knowledge of hazing to local law enforcement. Under both the Ohio Revised Code and the Stop Campus Hazing Act, the College reports violations and findings of this policy publicly twice per year.

## **Hazing Prevention**

### **Training and Education**

The College will provide students with training and education regarding hazing, which includes hazing awareness, prevention, intervention, and the anti-hazing policy. All incoming students are required to take an online anti-hazing training prior to arriving on campus.

All faculty and staff advisors for student organizations are required to complete an online anti-hazing and hazing awareness training.

The College will provide employees and volunteers with hazing training and education that includes hazing awareness, prevention, intervention, and the anti-hazing policy. The student organization will be responsible for conducting training for any volunteer who has contact with students.

### **Distribution**

The College posts the anti-hazing policy [on its website](#), as well as provides a copy of the Policy to each organization within the College, and distributes informational flyers throughout campus.

## Reporting Acts of Hazing to College Personnel

Pursuant to R.C. 3345.19, this Policy applies to all instances of hazing, both on campus and off campus. Please report any suspected violation of this Policy to College Personnel regardless of the location of the occurrence.

Violations of this Policy should be reported to the Senior Associate Dean of Students, Campus Safety, the Director of Athletics, the Dean of Students, or a Dean. Reports may also be made utilizing the Office of Student Conduct and Community Standards' "[Incident Report Form](#)." The Office of the Dean of Students will investigate the complaint in accordance with the student disciplinary procedures. Students are encouraged to report violations of the Hazing Policy in order to help sustain a safe and inclusive community. The following list offers resources for reporting acts of hazing:

- Office of Student Conduct and Community Standards [Incident Reporting Form](#)\*
- Contact Thom Julian, Senior Associate Dean of Students, at [tjulian@oberlin.edu](mailto:tjulian@oberlin.edu)
- The Student Support and Outreach [Form](#)\*
- Office of Equity, Diversity and Inclusion [Bias, Discrimination, and/or Harassment Report](#)\*
- Title IX [Sexual Harassment Report](#)\*
- Contact Erica Rau, Assistant Athletics Director and Deputy Title IX and Equity Coordinator, at [erau@oberlin.edu](mailto:erau@oberlin.edu)
- Campus Safety [\(440\) 775-8444](tel:(440)775-8444)

\*Anonymous reporting option

In case of emergency, Campus Safety emergency line, [\(440\) 775-8911](tel:(440)775-8911), or 911