

Chestnut Hill College Anti-Hazing Policy

I. Policy Statement

Chestnut Hill College (“CHC”) is committed to creating and maintaining a safe campus community.

CHC’s Anti-Hazing Policy (“Policy”) prohibits hazing as defined in [Section III](#) below. Hazing practices are potentially hazardous to life and limb and may place their victims at risk of physical and/or psychological injury. Hazing is inconsistent with CHC’s values, is strictly prohibited, and will not be tolerated within any campus organization, athletic program, student group, or other CHC-affiliated activities as requirements for membership, advancement, or continued good standing in organizations and/or in activities as otherwise defined below. It is the responsibility of every member of CHC Community to foster an environment free of hazing. All members of CHC Community are encouraged to take reasonable and prudent actions to prevent or stop such behavior.

It is the policy of CHC to comply with the Stop Campus Hazing Act (“SCHA”) and the Jeanne Clery Campus Safety Act 20 U.S.C. § 1092(f), and its implementing regulations at 34 C.F.R. § 668.46 (collectively, the “Clery Act”). The SCHA amended the Clery Act to include provisions related to hazing. The Clery Act is a federal law that requires Title IV federally subsidized institutions of higher education to disclose certain crime, fire, safety, and hazing information in publicly available documents. It is also the policy of CHC to comply with the Timothy Piazza Anti-Hazing Law, 18 Pa. Cons. Stat. §§ 2801–2811 (2018).

Nothing in this Policy is intended to or will be implemented in ways that unlawfully prohibit constitutionally protected speech and expression.

II. Policy Scope and Applicability

This Policy prohibits hazing, as defined below, by all students, student organizations, faculty, and staff. This Policy covers acts of hazing committed by or against students and employees when the hazing occurs:

- On campus or other property owned or controlled by CHC;
- In the context of a CHC program or activity, including but not limited to, CHC-sponsored study abroad, research, field work, practicums, internship programs, online programs, or a program or activity conducted by CHC for individuals who are neither CHC employees nor students (such as, e.g., sports or academic camps offered to K-12 students); or
- Anywhere—including remotely or online—if the conduct poses an obvious and serious threat of harm to any member(s) of CHC community.

This Policy is not intended to limit the application or enforcement of other CHC policies. Conduct that may violate this Policy may also be subject to investigation under other CHC policies and procedures (e.g., sexual misconduct, student conduct, etc.). Such investigations may proceed concurrently, and individuals may be held accountable under multiple policies simultaneously. CHC reserves the right to pursue separate investigations as necessary, and the existence of this Policy does not preclude or restrict any investigation or action under other applicable CHC policies.

III. Hazing Defined

“Hazing” occurs if a person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization, causes, coerces or forces a minor or student to do any of the following:

- (1) Violate Federal or State criminal law.
- (2) Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm.
- (3) Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
- (4) 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.
- (5) Endure brutality of a sexual nature.
- (6) Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

Examples of hazing include, but are not limited to, the following:

- whipping, beating, striking, electronic shocking, placing harmful substances 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.

Claims that the conduct or activity in question was not part of an official student organizational event or was not officially sanctioned or approved by the student organization does not constitute a defense to a charge of hazing. Hazing is prohibited regardless of its formal association with the student organization's scheduled or recognized activities.

It is generally not a defense to hazing under this section that the individual against whom hazing was directed consented to or acquiesced in the hazing, though the final determination is subject to the facts and circumstances of each situation.

For purposes of this policy, student organization means: an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

IV. Discipline

Disciplinary sanctions for violations of this Policy may include:

- Verbal or written warning;
- Assignment of verbal or written apology;
- Mandatory education;
- Counseling;
- Community Service;
- 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 of CHC;
- The imposition of probation, suspension, dismissal, or expulsion; and
- Mandatory education, counseling, suspension with or without pay, or termination (for employees).

Additional penalties that may be imposed for Athletics include:

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

V. Pennsylvania Anti-Hazing Law

CHC acknowledges the importance of Timothy Piazza Anti-Hazing Law, 18 Pa. Cons. Stat. §§ 2801–2811 (2018) which is aimed at combating hazing in educational institutions. This law emphasizes that hazing is a criminal offense and outlines severe penalties for individuals found responsible for engaging in such practices.

As part of CHC’s commitment to a safe and respectful campus environment, CHC complies with the Timothy Piazza Anti-Hazing Law, ensuring that all hazing-related incidents reported to CHC, or of which CHC otherwise becomes aware, are treated with the seriousness they deserve and that violators are subject to CHC disciplinary consequences.

VI. Reporting Hazing

Creating and maintaining a safe campus community that is free from violence is the responsibility of every member of the community. Any individual is encouraged to report any information regarding alleged hazing, even if they do not know who allegedly committed the hazing.

CHC can only act when it becomes aware of problems. Individuals also have the right to pursue a criminal remedy for hazing that is a crime in addition to or instead of proceeding under the Policy.

Incidents of Hazing can be reported to Campus Security at 215-242-7777 or anonymously via [online form](#).

A. CSA Reporting Obligations

All Campus Security Authorities (“CSAs”) are required to share details they receive about alleged hazing with their Clery Compliance Coordinator within 24 hours of receiving those details.

A CSA is any Division of Public Safety and Security (“DPSS”) personnel, including police and security officers who respond to CHC; other individuals who have responsibility for campus security, but who do not work for DPSS or CHC; individuals or offices designated by CHC as those to whom crimes should be reported; or officials who have significant responsibility for student and campus activities outside of the classroom. If a person is not sure whether they are a CSA, they should contact Rouseline Emmanuel Frenel, Ed.D., Vice President for Student Life &

Dean of Students at emmanuel-frenelr@chc.edu.

Anyone who is not a CSA, including victims or witnesses, may report on a voluntary, confidential basis without disclosing their name via the [online form](#). Depending on the level of information available about the incident and the individuals involved, CHC's ability to respond to an anonymous report may be limited. CHC will, however, take whatever steps it deems appropriate and in the best interests of the overall CHC community, consistent with the information available.

VII. Investigation

CHC will handle all reports of hazing under this Policy to ensure prompt resolution and will assess whether each reported incident constitutes a Policy violation. Reports of hazing will be investigated by Director of Campus Security and Vice President of Student Life and Dean of Students.

When CHC receives a report of alleged conduct which, if true, could constitute hazing as defined in this Policy, then as soon as reasonably possible, the respective campus office as set forth above will:

- a. Assess the nature and circumstances of the report, including whether the names and/or any other personally identifiable information for the complainant(s) and/or individuals reportedly subjected to hazing, the respondent(s), or any witnesses, and/or any other individual with knowledge of the reported incident is provided, to facilitate appropriate follow-up;
- b. Assess the nature of the allegations to identify possible resolution options that may be available and/or to identify other offices that may be appropriate to respond to the report; and
- c. Notify DPSS of the report if the conduct, as alleged, would constitute a crime.

Once the respective campus office has performed an initial assessment of a report, it will determine whether an investigation is appropriate. If the report proceeds to an investigation, the individual(s) and/or student organization reported to have committed hazing, will receive notice of the allegations and will have an opportunity to be heard, including a hearing if suspension, expulsion, or termination of their affiliation with CHC are potential outcomes, and credibility of the parties is material to whether a Policy violation occurred.

The relevant campus office will provide the individual(s) or student organization reported to have committed hazing and the individual who reportedly experienced hazing with the applicable procedures that will be used for any report that proceeds to an investigation.

Individuals and/or student organizations found to be in violation of this Policy may be subject to CHC disciplinary action, including but not limited to, suspension, expulsion, and/or termination of

their affiliation with CHC.

In addition to CHC sanctions, any hazing activity that violates local, State, Tribal, or Federal law may also result in criminal prosecution.

VIII. Prevention and Education

CHC is committed to hazing prevention in student organizations through proactive education and awareness programs. It is the policy of CHC to educate appropriate and relevant segments of CHC on this Policy, including how to report allegations of hazing and how such allegations will be investigated, as well as the negative consequences of hazing, the importance of mutual respect, the promotion of healthy group dynamics and how to build group cohesion without hazing, skill building for bystander intervention, information about ethical leadership, and how to identify and stop hazing before it occurs. In addition, annual training for CSAs will include the requirements for reporting hazing within the CHC community.

Further, CHC's Office of Safety and Security participates annually in new student orientation and Residence Life Staff training for Resident Assistants and Residence Coordinators. Additionally, the Office of Student Life offers a wide variety of programs to students. These programs include, but are not limited to lectures, alcohol free programming, awareness programs and the sharing of crime prevention tips via on campus televisions. These programs occur annually, with additional programs scheduled as needed and appropriate.

By adhering to this Policy, we collectively work toward a CHC community where all individuals can learn, grow, and thrive in an environment free from harm and intimidation.

IX. Reporting

CHC shall maintain a report of all violations of the institution's anti-hazing policy or Federal or State laws related to hazing that are reported to the institution. The report shall include all of the following:

- The name of the subject of the report.
- The date when the subject was charged with a violation of the institution's anti-hazing policy or Federal or State laws related to hazing.
- A general description of the violation, any investigation and findings by the institution and, if applicable, penalties.
- The date on which the matter was resolved.

CHC shall further maintain a report of all violations of the institution's anti-hazing policy or Federal or State laws related to hazing that are reported to the institution. The report, which shall be updated biannually on January 1 and August 1 shall be posted on CHC's publicly accessible Internet website and shall otherwise be maintained for five years.

FINDINGS

Click this [link](#) to view the findings.