

ANTI HAZING POLICY

What is Prohibited by this Policy

Hazing: Linfield University defines hazing as any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student or that willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any registered student organization.

Hazing includes, but is not limited to:

- Any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance
- Any other forced physical activity that could adversely affect the physical health and safety of the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment
- Any other forced activity that could adversely affect the mental health or dignity of the individual, or any willful destruction or removal of public or private property.
- Any activities as described in this definition upon which the initiation or admission into, affiliation with, or continued membership in a registered student organization is directly or indirectly conditioned shall be presumed to be forced activity, the willingness of an individual to participate in such activity notwithstanding.

Retaliation: Retaliation is any action to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by this policy. The prohibition against retaliation applies to any individual who has made a report or complaint of hazing, including witnesses.

Retaliation may occur even where there is a finding of “not responsible” under this Policy. Good faith actions lawfully pursued in response to a report of Hazing are not Retaliation. Retaliation should be promptly reported to the Dean of Students and will be investigated and resolved by Human Resources or the Dean of Students, as applicable.

Definition of Terms

1. Student Organization: an organization at Linfield University (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 Linfield University, whether or not the organization is established or recognized by Linfield University.
 - a. Established: a group created by Linfield University, which is in existence but does not have to register as a student organization (including but not limited to athletic teams, musical or theatrical ensembles, and academic or administrative units).
 - b. Recognized: an organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have registered with Linfield University as a student organization (such as clubs, club sports, or fraternities and sororities).
 - c. Unrecognized: a club or organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have not registered, have not

had their registration approved, or have had their registration or recognition removed.

Student Organizations with a Parallel Process

Linfield University recognizes that some organizations have parallel accountability processes within their organization. Student organizations that become aware of a behavior that may also require Linfield University responses must act in collaboration with Linfield University to address the behavior.

Student organizations may not investigate complaints without support and guidance from their sponsoring “headquarters” and Linfield University staff when an incident requires investigations to be conducted by staff that are trained to manage complaints of a sensitive nature (e.g.: Discrimination, Academic misconduct, Behavior grounded in mental health issues, Illegal drug use, minor violations of the law).

Student organizations can/should address minor incidents within chapter processes (e.g.: Not meeting membership obligations (meetings, dues/ fees, participation, attitude, grades, etc.), conflicts between members, irresponsible or unbecoming behavior, integrity issues, etc.).

Organizations may not impede Linfield University investigations, including by withholding information.

Incidents That May Violate Additional Policies

In certain cases, conduct by an individual or group respondent may violate other policies. In those cases, the Dean of Students Office will select which office or individual has primary responsibility over a matter and how that individual will engage with other responsible offices. Examples include a hazing incident that also includes sexual and interpersonal violence or harassment, which may involve Title IX, Student Handbook policies, Residential Life policies, and violations of the Acceptable Use Policy. Matters may be consolidated and investigated/ adjudicated together at the discretion of Linfield University.

Procedures

Investigation and Adjudication

An investigation process related to the reported hazing will be completed by the appropriate Linfield 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 Dean of Students, Human Resources, and Public Safety.

Sanctions and Other Consequences

Hazing is a serious offense and, therefore, is subject to the full range of sanctions (reprimand, disciplinary probation, suspension, and expulsion). In addition, other educational activities (i.e., reading, reflective writing, participating in an anti-hazing workshop, etc.) or opportunities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents, academic processes, group in which the student is involved, or their governing bodies. Linfield University has the right to act regardless of the actions of a governing body.

Sanctions for Students

When a student is found to have violated this policy, potential sanctions pursuant to the include, but are not limited to, the following:

- Formal reprimand,
- Disciplinary probation,
- Suspension for a period of time,
- Dismissal, and
- Other appropriate educational opportunities or sanctions.

Notice will be provided to the student if a sanction becomes part of their academic transcript (and will be noted in the student's final outcome/determination letter).

Sanctions for Student Organizations

When a student organization is found to have violated this policy, potential sanctions pursuant to the (Code of Student Conduct) include, but are not limited to the following:

- Formal reprimand
- Disciplinary probation,
- Revocation of privilege(s) such as hosting social events, recruitment, new member activities, etc.;
- Suspension for a period of time;
- Permanent loss of recognition by Linfield University; and
- Other appropriate educational opportunities or sanctions.

Sanctions for Employees

When an employee is found to have violated this policy, corrective actions may be taken pursuant to the appropriate HR policy, including student employment, and/or applicable employee handbooks.

Consequences for Alumni, Consultants, and Other Volunteers

When alumni, consultants or volunteers violate this policy, Linfield University reserves the right to take appropriate action to address the individual's conduct and that of the organization or group.

Law Enforcement and/or Governing Bodies

Violations of this policy may be referred to the 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. The university has the right to act regardless of the actions of a governing body or law enforcement. Decisions around culpability and any outcomes or sanctions from law enforcement or governing bodies are independent of any decisions made by Linfield University under this policy. For full details regarding procedures, please see the Student Code of Conduct.

Federal and State Hazing Definitions

Hazing (per Federal law)

The term 'hazing', for purposes of reporting statistics on hazing incidents is defined as any 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—

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for

participation in an athletic team), of physical or psychological injury including—

3. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
4. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
5. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
6. causing, coercing, or otherwise inducing another person to perform sexual acts;
7. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
8. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
9. 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 (per Oregon state law: 163.197)

1. A student organization or a member of a student organization commits the offense of hazing if, as a condition or precondition of attaining membership in the organization or of attaining any office or status in the organization, the organization or member intentionally hazes any member, potential member or person pledged to be a member of the organization.
2.
 - a. A student organization that violates subsection (1) of this section commits a Class A violation.
 - b. A member of a student organization who personally violates subsection (1) of this section commits a Class B violation.
3. Consent of the person who is hazed is not a defense in a prosecution under this section.
4. As used in this section:
 - a. "Haze" means:
 - i. To subject an individual to whipping, beating, striking, branding or electronic shocking, to place a harmful substance on an individual's body or to subject an individual to other similar forms of physical brutality;
 - ii. To subject an individual to sleep deprivation, exposure to the elements, confinement in a small space or other similar activity that subjects the individual to an unreasonable risk of harm or adversely affects the physical health or safety of the individual;
 - iii. To compel an individual to consume food, liquid, alcohol, cannabis, controlled substances or other substances that subject the individual to an unreasonable risk of harm or adversely affect the physical health or safety of the individual; or
 - iv. To induce, cause or require an individual to perform a duty or task that involves the commission of a crime or an act of hazing.
 - b. "Member" includes volunteers, coaches and faculty advisers of a student organization.
 - c. "Student organization" means a fraternity, sorority, athletic team or other organization that is organized or operating on a college, university or elementary or secondary school campus for the purpose of providing members an opportunity to participate in student activities of the college, university or elementary or

secondary school. [1983 c.202 §2; 1999 c.1051 §152; 2009 c.493 §1; 2017 c.21 §42]

Federal/State Reporting Requirements Campus Hazing Transparency Reports (“CHTR”)

Beginning July 1, 2025, Linfield University will publish in a prominent location on the public website information with respect to hazing incidents where there has been a finding of responsibility against registered or established groups/organizations. This report will be updated at least twice per year if there are additional findings of responsibility to document. The CHTR will be publicly available on Linfield University’s webpage <https://www.linfield.edu/life-at-linfield/fsl/hazing.html>. It will include, at a minimum:

- the period from when the Report was last published and ending on the date it is being republished;
- each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including;
- Name of the organization;
- Dates of incidents
- Information and description of the violation

The CHTR may include any additional information determined by Linfield University as necessary or reported as required by State law. The CHTR will not include Personally Identifiable Information in the report.

Clery Act and Annual Security Report

The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that Linfield University report the number of incidents of certain crimes that occur within particular geographic locations (Clery geography). Beginning with the 2026 Annual Security Report, Linfield University must also include hazing incidents reported to have occurred within Clery geography. The first calendar year that will include hazing statistics is 2025. The Clery Act also requires Linfield University to issue a warning to the community in certain circumstances.

In the statistical disclosures and warnings to the community, Linfield University will ensure that a Complainant’s name and other identifying information is not disclosed.

The Dean of Students Officer will refer information to the Clery Director, when appropriate, for a determination about Clery-related actions, such as disclosing crime statistics or sending campus notifications.

Training and Prevention

In alignment with the prevention and awareness program requirements of the Stop Campus Hazing Act, Linfield University maintains a commitment to not only address incidents of hazing that occur, but also to educate our campus community about hazing and healthy alternatives to prevent this type of harm.

Our training program is provided to all students and employees. Learning outcomes include:

- Identify the key components in the definition of hazing
- Recognize who is involved in hazing and why they exhibit certain behaviors
- Recognize signs and examples of hazing
- Identify the risks associated with hazing

- Identify what an individual can do to protect themselves and peers from hazing behavior

Training is provided by Dean of Students and Human Resources. To learn more or schedule a training, please contact Emily Carlson (advocate@linfield.edu) and Grace Tissell (fsl@linfield.edu).

All students, faculty, and staff must complete anti-hazing training upon joining the institution and annually thereafter.

Linfield University will provide ongoing education campaigns, including workshops, speaker events, and social media campaigns throughout the academic year to reinforce anti-hazing policies and encourage a culture of safety.

Campus Resources

1. Dean of Students Office: dos@linfield.edu
2. Public Safety: ips@linfield.edu
3. Title IX/Compliance Office: titleix@linfield.edu
4. Student Health Wellness & Counseling Center: shwcc@linfield.edu
5. Office of Student Activities: activities@linfield.edu
6. Office of Fraternity & Sorority Life: fsl@linfield.edu
7. Department/Office of Athletics and Recreation: athleticcompliance@linfield.edu
8. Local Law Enforcement: 911; 503-434-6500 (McMinnville, non-emergency); 503-823- 3333 (Portland, non-emergency)

Maintenance of Files and Records

The files of individuals (or any student organization) found responsible for violation of Linfield University Anti-Hazing Policy will normally be retained as a conduct record in the Dean of Students Office. Records maintained to comply with the Clery Act (including the Stop Campus Hazing Act) will be retained for the time period consistent with Clery Act records.

This policy shall be reviewed annually by the Dean of Students Office to ensure compliance with applicable federal and state laws and university standards.