



ROCKHURST UNIVERSITY'S POLICY AGAINST HAZING

Purpose: To articulate the University's prohibition against hazing and set forth the reporting and response requirements.

Policy Owner: Student Development

Policy Contact:

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ROCKHURST UNIVERSITY'S POLICY AGAINST HAZING

I. POLICY STATEMENT & SCOPE

As members of the Rockhurst University community, we all share the responsibility of building and maintaining an environment that recognizes the worth and potential of every individual and communicates respect among all our companions. Rockhurst is committed to the health and safety of our students and the University community. Hazing is a very serious offense that can violate both Federal and Missouri State law, University policies, the student handbook, as well as many fraternities/sororities' national policies. Rockhurst prohibits hazing and will respond to and investigate all reports of hazing as outlined in this policy.

This policy applies to all University employees (including part-time employees, student workers and graduate assistants), students, volunteers (acting in an official capacity who advise or coach student organizations, athletic teams and/or student groups), and other members of the University community. This policy applies to hazing regardless of whether it occurs at sanctioned or non-sanctioned events.

II. DEFINITIONS

a. **"Hazing"** is defined under federal law as:

1. intentional, knowing, or reckless act;
2. committed by a person (whether individually or in concert with other persons)
3. against another person or persons regardless of the willingness of such other person or persons to participate;
4. That is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
5. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury. Examples of hazing include but are not limited to the following:
 - a. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

- b. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- c. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- d. Causing, coercing, or otherwise inducing another person to perform sexual acts. This type of conduct may also violate other University policies, including but not limited to the Sexual Harassment Policy [\[insert link\]](#);
- e. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- f. Any activity against another person that includes a crime; and
- g. Any activity that induces, causes, or requires another person to perform a duty or task that is a crime.
- h. Under Missouri statute, hazing can be considered a crime. Information on Missouri's hazing statute can be found at:
 - [§ 578.360. Definitions](#)
 - [§ 578.365. Hazing—consent not a defense—penalties](#)

b. **“Student organization”** is an organization at Rockhurst (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 Rockhurst, whether or not the organization is established or recognized by the institution.'

III. WARNING SIGNS OF HAZING

If you're wondering if something is hazing, look for key indicators, ask questions, and error on the side of reporting. (*See* Sec. IV. Reporting.)

- Sudden change in behavior or attitude after joining the organization or team
- Wanting to leave the organization or team with no real explanation
- Sudden decrease in communication with friends and family

- Physical or psychological exhaustion
- Unexplained weight loss
- Unexplained injuries or illness
- Change in sleeping or eating habits
- Withdrawal from normal activities
- Expressed feeling of sadness or feeling of worthlessness
- Increase in secrecy and unwillingness to share details

IV. REPORTING

Immediately upon learning of a potential hazing incident, all University employees (including part-time employees, student workers and graduate assistants) and volunteers (acting in an official capacity who advise or coach student organizations, athletic teams and/or student groups), must report acts of hazing to the following:

Campus Safety & Security Department
5401 Troost Ave.
Kansas City, MO 64110
(816) 501-4010

Or

Associate Director of Residence Life
1100 Rockhurst Road
Kansas City, MO 64110
Massman Hall, Room 1
(816)501-4126

A Hazing report can also be made online at: rockhurst.edu/reporting.

A hazing report involving a student will be investigated and resolved in accordance with the Student Code of Conduct procedures at rockhurst.edu/campus-life/student-handbook. When appropriate, other university offices may handle certain aspects of the university's response, such as Title IX (if it involves sexual misconduct), Human Resources (if it involves employee), etc.

The Vice President of Student Development, in conjunction with Code of Conduct, will assess the need for interim measures that will be assessed (e.g., partial or full cease and desist of

organizational activities, etc.). When a formal conduct charge is made against an organization, the national or oversight organization, if any, will be notified.

If the incident involves sexual misconduct, then the report should also be sent to the University's Title IX Coordinator or Deputy Title IX Coordinator as follows:

Kimberly Brant Schmelzle
Director of Compliance and Risk Management/Title IX Coordinator
Massman 3
1100 Rockhurst Road
Kansas City, MO 64110
8165014036
TitleIX@rockhurst.edu

Deputy Title IX Coordinators:

Vice President & Dean of Students/Deputy Title IX Coordinator for Students,
TitleIX@rockhurst.edu

Director of Human Resources/Deputy Title IX Coordinator for Employees
Conway 102
8165014834
TitleIX@rockhurst.edu

A Sexual Misconduct Report can also be made online at: rockhurst.edu/reporting.

Additionally, the University will report to law enforcement of any complaint of hazing involving criminal conduct that creates a substantial risk to the health or safety of any person in the University community.

V. AMNESTY FOR REPORTING PARTY

The University encourages hazing reporting and seeks to remove barriers to making a report. At times, students may be hesitant to report hazing to university officials because they are concerned that they may be subject to student disciplinary action for policy/student conduct violations that occurred during the incident. These behaviors are not condoned by the University, but the importance of addressing alleged hazing is of paramount consideration. Consequently, students who initiate contact with Campus Security, Student Code of Conduct or another University employee for the purpose of reporting hazing in good faith, as a complainant or witness, will not be subject to student disciplinary action for other policy/student conduct violations that occurred during the incident as long as such violations did not place the health and safety of any other person at risk. In the discretion of the Student Code of Conduct Office, amnesty may also be extended to students who do not report hazing but whose participation in an investigation and/or hearing is deemed necessary. The University may, however, require students

to participate in educational activities or other interventions as appropriate. The Student Code of Conduct office shall determine if amnesty is granted, which will be determined on a case-by-case basis considering the totality of the circumstances involved in the incident. Moreover, amnesty does not preclude or prevent action by law enforcement or other legal authorities.

VI. COMMUNITY EDUCATION

The University is committed to educating all students, employees (faculty, adjuncts, staff), and volunteers about what hazing is, how to recognize it, how to report, the investigation process, and relevant laws. This training and prevention programming also addresses how to safely intervene as a bystander, information about ethical student leadership, and promotion of strategies for building bonds without hazing. To learn more about education and prevention resources, please see rockhurst.edu/hazing.

All students, employees, volunteer advisors and coaches will be required to complete hazing education as part of being a member of our community. Further, all recognized organizations must conduct mandatory training on hazing for any volunteer who has contact with any students or prospective students.

Any student who does not complete the educational training and program may not participate in any organization or group on campus including groups, organizations, athletic teams, intramural sports, etc. and may be subject to additional disciplinary action under the Student Code of Conduct. Failure to complete the training by others will be addressed through the appropriate university disciplinary process based on the individual's classification. Disciplinary action for others may vary, up to and including termination of employment or the individual's volunteer position.

VII. RELATIONSHIP WITH CRIMINAL PROCESS

This policy sets forth the University's processes for responding to reports of hazing. The University's processes are separate, distinct, and independent of any criminal processes. While the University may temporarily delay its processes under this policy to avoid interfering with law enforcement efforts if requested by law enforcement, the University will otherwise apply this policy and its processes without regard to the status or outcome of any criminal process.

VIII. RESOURCES

- Rockhurst University's Annual Security Report can be found at rockhurst.edu/security-report. Starting on October 1, 2026, the ASR will include statistics on reports of hazing in the University's Clery geography.
- The Campus Hazing Transparency Report (CHTR) is published to comply with The Stop Campus Hazing Act, Higher Education Act of 1965, in particular 20 U.S.C. 1092(f) ("Jeanne Clery Campus Safety Act", hereinafter "Act"). The purpose of CHTR is to include findings of hazing as it pertains to established or recognized student organizations (not individuals) as defined under the Act.
- Additional resources about hazing on campus are available on the hazing page, rockhurst.edu/hazing.