

## Policy Title: Anti-Hazing Policy #: 801

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**Original Issuance Date:** 6-19-25

**Last Revision Date:** 6-19-25

**Effective Date:** 6-19-25

### 1. Policy Purpose/Rationale

The University Wisconsin-Superior seeks to promote a safe environment where students may participate in activities and organizations without compromising their health, safety, or welfare. While it is important to build unity and strengthen membership, hazing is an inappropriate way to do so.

The University of Wisconsin-Superior will not tolerate nor condone any form of hazing. It is therefore the University's policy that hazing is prohibited.

### 2. Responsible UW Superior Position and Cabinet/Division

Associate Vice Chancellor of Student Affairs

### 3. Scope

University students, faculty, and staff are all a part of the Anti-Hazing Policy. Prevention of hazing is the responsibility of every member of the University community.

### 4. Definitions

**Hazing:** "means 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: 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:

- whipping, beating, striking, electronic shocking, placing of a harmful substance 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.”

**State of Wisconsin Statute 948.51 – Hazing:** This statute states,

(1) In this section "forced activity" means any activity which is a condition of initiation or admission into or affiliation with an organization, regardless of a student's willingness to participate in the activity.

(2) No person may intentionally or recklessly engage in acts which endanger the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school, college or university. Under those circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced confinement or any other forced activity which endangers the physical health or safety of the student.

**Student Organization:** 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.

## 5. Policy Statement and Details

1. Hazing is strictly prohibited by the University.
  - A. Examples of actions, behaviors, and/or activities which may constitute hazing include but are not limited to, the following:
    1. Paddling in any form
    2. Sleep deprivation
    3. Physical and psychological shocks
    4. Publicly wearing apparel which is not normally in good taste
    5. Engaging in public stunts or other activities which may be harmful to the image of the university and the organization
    6. Morally degrading or humiliating activities, including eating and swallowing of any food or beverage or any activity that might violate any local, state, or federal law
    7. Late work sessions which interfere with scholastic activities

8. Any other activities which are not consistent with the organization's by-laws, ritual, or policy or the regulations and policies of the university.
  9. Requiring new members to perform tasks that other members do not need to do (baking cookies, going on scavenger hunts for items not related to the organization, etc.)
  10. Expecting certain items to always be in a new member's possession
  11. Requiring new members to address current members with certain titles
  12. Verbally abusing new members
  13. Expecting new members to do personal chores for current members
  14. Performing sexual simulations in front of others
  15. Forced use of alcohol or other drugs
  16. Water intoxication
  17. Public nudity
  18. Asking new members to engage in illegal activities
  19. Undue exposure to weather elements
- B. While organizations may indicate that participation is optional, the university (and the legal system) would consider any participation ("voluntary" or involuntary) as coerced.
- C. Hazing is a form of peer pressure. Regardless of opportunities to not participate, new members may still feel obligated to participate in an activity.

## 2. Reporting Violations

- A. The University strongly encourages all University community members who believe they have witnessed, experienced, or are aware of conduct that constitutes hazing to report the alleged hazing incidents by using the online [UW-Superior Reporting Form](#) or in person to the Dean of Students Office, Human Resources, and/or the University Police Department.
- B. This Policy and reports made pursuant to this Policy do not supersede or replace other reporting obligations mandated by law or University policy.

## 3. Investigation of Hazing

- A. Reports of alleged hazing incidents involving students are referred to the Office of the Dean of Students for investigation in accordance with the "Student Nonacademic Disciplinary Procedures," Chapter UWS 17. If an employee of UW-Superior is alleged to have engaged in hazing, the process for addressing the allegation will vary based on the employee's classification (e.g., Academic Staff, Faculty, University Staff), in accordance with the applicable policies and procedures for each employment category.

## 4. Violations

- A. Individual members, organizations and groups who violate this policy may be subject to University disciplinary action.

- B. Additionally, any University student organization, group or individual student or employee violating this policy or the Wisconsin Statute on Hazing, is subject to sanctions that may be imposed by the judicial or coordinating body of which the organization is a constituent member and/or a court of law.

## 5. Resources:

### A. Hazing Checklist

1. Members of the campus community are encouraged to make the following inquiries of each organizational activity to determine whether or not it rises to hazing. If the answer to any of these questions is “yes,” the activity should be evaluated for potential hazing:
  - a. Is alcohol involved?
  - b. Will active/current members of the group refuse to participate with the new members of the group? (Even if they agree to participate, it COULD still be hazing!)
  - c. Is there risk of injury or a question of safety?
  - d. Do you have any reservations describing the activity to your parents, to a respected professor, or a University official?
  - e. Would you object to the activity being photographed for the school newspaper or filmed by the local TV news crew?
  - f. Is the organization’s advisor unsupportive of the activity?
  - g. Would you be unwilling to go to court to defend the merit of this activity?
  - h. Would you be unwilling to share a written description of this activity for other organizations like yours to use?
  - i. Does the activity represent your organization and UW-Superior in a negative light?
  - j. Would the behavior/activity be inappropriate in a community volunteer group?
  - k. Would an employer refuse to utilize this activity as a means to build team unity?
  - l. Would you not want to list your participation in this activity on a resume?
2. Ask Yourself:
  - a. Are the tasks required of participants directly related to the mission of your organization?
  - b. Is there a "hell week" or similar event within your organization?
  - c. Is your national office or the Dean of Students Office supportive of the activity?
  - d. Is the activity supposed to be kept a secret?

3. Often, hazing rituals/traditions are passed on from one student generation to the next. Consider using the "Is it hazing?" checklist above for each of your group's tradition-based activities.
  4. Still not sure? Set up a confidential meeting through the Dean of Students Office to determine the status of your event.
6. Prevention and Awareness
- A. The Dean of Students Office in conjunction with the Human Resources Office will work to identify and provide proper training and awareness strategies which will be made available campus wide and designed to reach students, staff, and faculty.

## 6. Related Documents

[Wisconsin Statute 948.51: Hazing](#)

## 7. Scheduled Review

Date of scheduled review, no less than 5 years from approval date as stated in Policy on Policy.

## 8. History

Revision 1:

Original Issuance Date:

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**APPROVED BY:**

**DATE:**

**6/19/25**



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Title: Chancellor  
University of Wisconsin Superior