



Policy number: 609
Policy owner: Vice President for Student Affairs

Date of initial publication: October 20, 2015
Date of latest revision: February 11, 2022

SECTION I. PURPOSE

The University of St. Thomas unconditionally opposes hazing and strives to provide an environment

SECTION II. SCOPE AND APPLICABILITY

This policy applies to all students and faculty. In addition, the policy applies

- x all persons who are employed by the University of St. Thomas and who are engaged in activities on campus
- x all persons residing in St. Thomas residential housing, whether on or off campus, or called on or working at St. Thomas; and
- x all persons who are employed by the University of St. Thomas and who are engaged in activities on campus

The individuals identified above are "covered persons." This policy applies to hazing that occurs on or off campus, regardless of where the hazing occurs.

SECTION III. DEFINITION OF HAZING

Hazing is any act, whether or not it is intended to cause physical or psychological harm, that is designed to endanger the health or safety of anyone who is seeking to join, is affiliated with, or is attempting to obtain a leadership position with, or maintain membership in any team, group, or organization. This includes, but is not limited to, any act that is designed to cause physical or psychological harm, or to cause someone to participate in the activity.

Hazing can take many forms. Some of the most common forms include, but are not limited to, the following: such as

forced alcohol consumption. All forms of hazing are prohibited by this policy.

Hazing may include, but is not limited to, the following:

1. Forced or coerced calisthenics, exercise, or running;
2. Nudity or degrading apparel;
3. Physical assault (including hitting, shoving, or pushing);
4. Exposure to extreme temperatures (year-round exposure to the elements, including extreme temperatures, or confinement in a hot or cold environment);
5. Lack of continuous sleep or sufficient sleep;
6. Deprivation of food or water, or consumption of alcohol or drugs.

Horizon Belgrade

Policy number: 609

Date of initial publication: April 20, 2015

Date of latest revision: February 11, 2022

SECTION V. REPORTING HAZING

Any individual who believes they were hazing or who has observed or has knowledge or belief of conduct that may constitute hazing is expected to report the incident to the Office of Student Conduct, Office of Public Safety, or the Office of Student Life, or anonymously by e-mailing PSTIPS@stthomas.edu or calling (651)-262-TIPS (651-262-8477, or 2-8477 on campus).

St. Thomas strongly encourages individuals who report hazing to report it to the police. St. Thomas will assist complainants of potentially criminal hazing with the incident or file charges with the police.

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SECTION VI. NO RETALIATION

St. Thomas will not tolerate retaliation against any individual who reports hazing or who initiates an inquiry, submitting an assertion, or who files a complaint with the Office of Student Conduct, Office of Public Safety, or the Office of Student Life. Any conduct constituting retaliation or reprisal is subject to disciplinary action up to and including dismissal and expulsion.

St. Thomas will provide a representative during an investigation of hazing allegations or a related complaint.



Appendix A to Harassment Policy

Process

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The mission and values of the University of St. Thomas are all fully realized and articulated in the Student Handbook. The provisions are intended to be flexible and to allow St. Thomas to fulfill its educational mission and maintain a safe, non-discriminatory learning environment. The Dean of Students has authority to authorize departures from these provisions when warranted by the circumstances.

~~SECTION 10N - Procedures~~

1. ~~_____~~
2. ~~_____~~
 The investigation will be conducted by one or more factfinder(s) designated by the Responsible Individual(s). The investigation will include a request to the Responsible Individual(s) or the individual/club or organization to respond to the report and show the true perspective of what occurred.
3. The factfinder(s) will weigh the evidence and determine whether it is more likely than not (a "preponderance of the evidence" standard) this policy was violated and by whom. The outcome and conclusions of such an investigation shall be documented in a written report submitted to the Responsible Individual(s).

C. RESPONSIVE ACTION BY ST. THOMAS

The Responsible Individual(s) will review the factfinder's report in the written report to determine the level of hazing and the seriousness of the incident.

If it is determined that it is reasonable to believe that hazing occurred, the Responsible Individuals will work with the appropriate St. Thomas administrators to determine what, if any,

Not all forms of hazing will be deemed equally serious offenses, and St. Thomas may impose different sanctions depending on the severity of the offense and the nature of the conduct. For individual violations, such sanctions may range from a formal warning to suspension or expulsion and include, but are not limited to, the following: such sanctions may range from a formal warning to suspension and including with such of formal suspension or expulsion.
 incident.

In addition, the Responsible Individual(s) may also impose sanctions such as suspension or expulsion of an individual or withdrawal of recognition of a team, group or organization, the Responsible Individual(s) will review the factfinder's report and make a recommendation regarding sanctions.

Such sanctions and determinations shall be recorded in writing and maintained by the Responsible Individual(s) in accordance with applicable record retention requirements.

D. APPEAL PROCESS

1. Grounds for Appeal

An individual, club, or organization found responsible for violating this policy may appeal the results of the formal process if they believe:

- a. _____
- b. the decision was arbitrary and capricious.

- c. significant new fact or information was discovered; however, intentional omission of factual information by the appealing party is not a ground for appeal; or
- d. the original outcome was based on a material error of fact.

2. Submission of Appeal

The student must submit an appeal to the Appeal Officer (see below) within ten (10) working days following the date of notification of the outcome of the investigation.

3. Appeal Officer

The Vice President for Student Affairs is the Appeal Officer. In cases involving a potential conflict of interest or other issue preventing the designated individuals from serving as an Appeal Officer, Student Affairs will designate an alternate Appeal Officer.

4. Consideration of Appeal

The Appeal Officer will review the appeal and determine if the student's appeal is more likely than not the above-

appeal, the student (or the student's representative) appointed) will review the appeal, the student's finding report, and consider any previously undiscovered evidence (if discovery of

appeal board has been appointed information at the discretion of the appeal board or Appeal Officer.

its findings. If the student's appeal is more likely than not the above-

The Appeal Officer will give careful consideration to the recommendation of the appeal board, but shall not be bound by it.

The Appeal Officer will notify the appellant in writing of the findings and recommendations and the final disposition of the appeal within ten (10) working days.

The Appeal Officer will issue a written decision, stating the Appeal Officer's findings and the final