



Policy Title: Hazing Policy
Policy Type: Administrative
Policy Number: #27-03 (2021)
Approval Date: 08/06/2021
Responsible Office: Dean of Students Office
Responsible Executive: Vice President for Student Affairs
Applies to: Students and Student Organizations

POLICY STATEMENT

Norfolk State University is committed to supporting and promoting a culture of safety, accountability and transparency. NSU expects all members of the University community to conduct the University’s business in a lawful and ethical manner. The incidence of hazing on college campuses is an alarming reality that the University community must acknowledge, confront and combat. Hazing is expressly prohibited at Norfolk State University and will not be condoned.

The Code of Virginia §18.2-56 states that any person found responsible for committing an act of hazing will be guilty of a Class 1 misdemeanor, unless the injury would be such as to constitute a felony. Upon satisfactory proof of the guilt of any student found responsible of hazing, a student will be sanctioned and disciplined in accordance with the institution’s policies and procedures (*Code of Student Conduct*). If the University receives a report of hazing which causes bodily injury, a presiding official of the University must report the incident to the attorney for the City of Norfolk.

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DEFINITIONS

Student:

A person who has been admitted to or has enrolled at the University but has not completed a program of study for which she/he has enrolled; or a person who has completed a program of study and has satisfied all academic requirements for the program but has not been awarded a degree at the time of the offense. Student status exists regardless of whether the University is in session (i.e. spring break and summer).

Student organization:

Any University organization or group that is approved and/or registered with the Office of Student Activities. This may also include interest groups not formally recognized by the Office of Student Activities.

University employee:

Any person employed by Norfolk State University.

PURPOSE

The purpose of this policy is to: (1) mitigate and prevent all forms of hazing, (2) establish an institutional definition for hazing, (3) provide information about reporting hazing and (4) outline the investigative processes and procedures that may follow a reported incident of hazing.

CONTACT(S)

The Norfolk State University Dean of Students Office officially interprets this policy. The Dean of Students Office is responsible for obtaining approval for any revisions as required by BOV Policy # 01 (2014) Creating and Maintaining Policies <https://www.nsu.edu/Assets/websites/policy-library/policies/01/BOV-Policy-01-CreatingandMaintaining-Policies.pdf> through the appropriate governance structures. Please direct policy questions to the Dean of Students Office at 757-823-2152/ deanofstudents@nsu.edu.

STAKEHOLDER(S)

University Community

POLICY CONTENTS

Hazing is any action or situation, whether on or off University premises, that is harmful or potentially harmful to an individual's physical, emotional, academic or psychological well-being, regardless of an individual's willingness to participate or it's bearing on his/her membership status.

Apathy or acquiescence in the presence of hazing is not considered a neutral act; it is considered a violation of this policy.

Hazing includes, but is not limited to, forcing, compelling, requiring, encouraging, or expecting, whether direct or implied, any actions or activities that may result in the following:

- Creating a risk of physical injury;
- Causing embarrassment and/or discomfort;
- Involving harassment and/or humiliation;
- Causing psychological or emotional distress;
- Involving degradation and/or ridicule of an individual or group;
- Involving or includes the willful destruction or removal of public or private property;
- Involving the expectation that new or prospective members will participate in an activity, but full members will not; or
- Any other action or situation deemed to fall within this definition.

Students and student organizations may be held accountable under this policy. The action or behavior of one member of a group may result in both individual and group responsibility. Any student or student organization found responsible for hazing or hazing-related activities or situation will be subject to the disciplinary actions as required in the Norfolk State University [Code of Student Conduct](#) (Administrative Policy # 27-002 (2014)). In accordance with the hazing statute in the Code of Virginia §18.2-56, individuals may also face criminal misdemeanor and/or felony charges.

Reporting

To maximize safety, all University employees, students and other members of the University community must report all real and suspected acts of hazing to the NSU Police Department. Incidents may be reported in person or by dialing the non-emergency number at (757) 823-8102. In emergency situations, dial (757) 823-9000. Incidents of hazing may also be reported by using the online form found at nsu.edu/dean-of-students. Submitted online reports are shared with the Vice President for Student Affairs, Dean of Students and NSU Police Department. Information may also be shared with the Dean of Students Office, Office of Student Activities, Office of Housing and Residence Life, the advisor, and the inter/national headquarters of an organization(s). Online reports may be submitted anonymously; however, this may hinder the

University's ability to take appropriate action in addressing the reported behavior. Individuals may also report an incident to the international headquarters of an organization. False reports impede the ability of the University to meaningfully address legitimate hazing concerns. Those found to have knowingly and intentionally submitted a false report may be subject to disciplinary actions.

Norfolk State University Online Incident Report:
<https://surveys.nsu.edu/index.php/958274/lang-en> or
<https://surveys.nsu.edu/index.php/83576/lang-en>.

Investigation

All reported incidents of hazing must be shared with the Dean of Students, Vice President for Student Affairs, and NSU Police Department. The Dean of Students or the Vice President for Student Affairs may temporarily suspend individual students and/or organizational activities pending the outcome of an investigation. The Chief of Police, or designee, and the Dean of Students Office will promptly and concurrently take steps to respond to, and formally investigate all hazing reports. NSU Police may conduct investigative interviews with the respondent, all possible victims and witnesses, and University employees. Students and/or organizations may be charged with violations of the *Code of Student Conduct* and referred to the Dean of Students Office. In instances where hazing is reported directly to external authorities or the international leadership of an organization, the University will cooperate with any subsequent investigations to the extent that student rights and institutional integrity are not compromised. If an individual or organization is found not to have engaged in the reported acts of hazing, notification will be sent to the necessary University officials so that regular attendance, activities and/or involvement may resume.

Retaliation

It will be a violation of this policy for a student or student organization to retaliate against a student or other person for reporting an incident of hazing or for cooperating in any investigation or disciplinary proceeding regarding an incident of hazing.

EDUCATION AND COMPLIANCE

EDUCATION – All enrolled students and student organizations will be emailed the Hazing Policy at the beginning of the fall and spring semester via Campus Announcements.

COMPLIANCE – Students and student organizations in violation will be referred to the Dean of Students Office. Upon satisfactory proof of guilt of any student found responsible for hazing, a student or student organization will be sanctioned and disciplined in accordance with the institution's policies and procedures (Code of Student Conduct). If the University receives a

report of hazing which causes bodily injury, a presiding official of the University will report the incident to the attorney for the City of Norfolk.

PUBLICATION

This policy shall be widely published or distributed to the University community and included in the Student Handbook for the University. To ensure timely publication and distribution thereof, the Responsible Office shall make every effort to:

- Communicate the policy in writing, electronically or otherwise, to the University community within 14 days of approval;
- Submit the policy for inclusion in the online Policy Library within 14 days of approval;
- Post the policy on the Division websites, Student Portal and any other webpage as necessary; and
- Direct appropriate offices to educate and train all stakeholders and appropriate audiences on the policy's content, as necessary.

Failure to satisfy procedural requirements does not invalidate this policy.

REVIEW SCHEDULE

- Next Scheduled Review date: 08/06/2024
- Approval by, date: President, 08/26/2014
- Revision History: 06/15/2016; 06/15/2017
- Supersedes: None

RELATED DOCUMENTS

1. [Code of Virginia § 18.2-56](#)
2. [Administrative Policy # 27-002 \(2014\) Code of Student Conduct](#)

FORMS

1. [Norfolk State University Incident Report Online](#)