



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 the University's business;
- 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 the University's business.

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, written or oral, that endangers the physical health or safety of another person or humiliates, intimidates, coerces, or endangers the health or safety of another person, or that requires a person to perform an act that is likely to result in physical harm or embarrassment, or that requires a person to perform an act that is likely to result in physical harm or embarrassment, or that requires a person to perform an act that is likely to result in physical harm or embarrassment.

Hazing has many forms. Some forms are subtle—for example, occasional name-calling or exclusion from social activities. Other forms are more overt, such as forced alcohol consumption, forced physical activity, or forced nudity. 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. Excessive, excessive or degrading tasks (year-long or more of the same task);
5. Lack of continuous sleep or sufficient sleep;
6. Deprivation of food, water, or essential needs.

Horizon Belgrade

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# Appendix A to Hazing Policy Process

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The provisions described herein are for St. Thomas and all of its representatives and indicate reports of hazing. These provisions are intended to be flexible so as 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 I. ON-

Dean of Students  
Room 241, Anderson Student Center  
www.stthomas.edu/deanofstudents  
(651) 962-6050

Department of Public Safety  
www.stthomas.edu/psps  
24-Hour Emergency – 5555  
Department of Public Safety - (651) 962-

Anonymously by email: [BSTIPS@stthomas.edu](mailto:BSTIPS@stthomas.edu)  
or calling (651) 962-TIPS (651-962-8477)

## RESPONSE AND RESOLUTION OF HAZING REPORTS

When St. Thomas becomes aware of possible hazing, it will take steps promptly to protect the parties and respond.

### A. INTERIM ACTION

The Dean of Students and/or their designee(s) (each a “Responsible Individual”) may take interim action(s) with the goal of preventing further hazing incidents. For example, the Responsible Individual(s) may prohibit any person accused of hazing from physically entering or being on St. Thomas property or campus, or involvement in on-campus residence, student status, or work or class schedule. When allegations of hazing are

submitted, the Responsible Individual(s) will take appropriate steps to resolve the situation and to minimize further hazing.

### B.

The Responsible Individual(s) will take steps to investigate further where the incident of alleged hazing merits further investigation.



- c. significant new facts or information were 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 may 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 above-listed grounds for appeal have been found to be

no 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 recommendation 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