



NORTHWEST
MISSOURI STATE UNIVERSITY

ANTI-HAZING POLICY

Policy Name:	Anti-Hazing Policy
Effective Date:	September 13, 2012
Date of Last Revision:	November 2019
Responsible Office:	Student Affairs
Category:	Student Life

I. Policy

The act of hazing is a violation of Northwest Missouri State University's Student Conduct Code and Missouri State Law. Northwest Missouri State University does not condone nor tolerate hazing of any type by any organization, or by an individual against another individual. The following Missouri State statutes define hazing in an educational institution and the penalties associated with individuals caught in the act of hazing. Missouri State Law/Statutes on Hazing 578.360. As used in sections 578.360 to 578.365, unless the context clearly requires otherwise, the following terms mean:

1. "Educational institution," a public or private college or university;
2. "Hazing," a willful act, occurring on or off the campus of an educational institution, directed against a student or a prospective member of an organization operating under the sanction of an educational institution, that recklessly endangers the mental or physical health or safety of a student or prospective member for the organization for the purpose of initiation or admission into or continued membership in any such organization to the extent that such person is knowingly placed at probable risk of the loss of life or probable bodily or psychological harm.
Acts of hazing shall include:
 - a. Any activity which recklessly endangers the physical health or safety of the student or prospective member, including but not limited to physical brutality, whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug, or other substance or forced smoking or chewing of tobacco products; or

- b. Any activity which recklessly endangers the mental health of the student or prospective member, including but not limited to sleep deprivation, physical confinement, or other extreme stress-inducing activity; or
- c. Any activity that requires the student or prospective member to perform a duty or task which involves a violation of the criminal law of this state or any political subdivision in this state

Colleges and universities to have written policy prohibiting hazing

578.365. Each educational institution in this state shall adopt a written policy prohibiting hazing by any organization operating under the sanction of the institution.

578.365. Hazing—consent not a defense—penalties.

1. A person commits the crime of hazing if he knowingly participates in or causes hazing, as it is defined in section 578.360.
2. Hazing is a class A misdemeanor, unless the act creates a substantial risk to the life of the student or prospective member, in which case it is a class C felony.
3. Nothing in sections 578.360 to 578.365 shall be interpreted as creating a new private cause of action against any educational institution.
4. Consent is not a defense to hazing. Section 565.080 does not apply to hazing cases or to homicide cases arising out of hazing activity.

Northwest Missouri State University Policy on Hazing

In addition to Missouri State Law, Northwest Missouri State University also has accepted and recognizes the definition of hazing as any intentional action taken or situation created, whether on or off University premises, that produces mental or physical discomfort, embarrassment, harassment, or ridicule. This includes, but is not limited to: paddling in any form, creation of excessive fatigue, physical or psychological shocks, wearing apparel in public stunts and buffoonery, morally degrading or humiliating games and activities, involuntary labor, or any activity not consistent with Northwest Missouri State University and the Student Conduct Code.

The express implied consent of the victim will not be a defense. Apathy or acquiescence in the presence of hazing are not neutral acts and may be considered violations of this policy.

Hazing of individuals as members or perspective members of any campus entity shall not be tolerated. Campus entities include any group of persons operating under the name Northwest Missouri State University as employees, students, alumni, friends, or other association. They include, but are not limited to, residence hall living groups, athletic teams, fraternal Greek organizations, honorary societies, performing arts groups and recognized campus organizations.

Northwest Missouri State University will investigate any incident in which a charge of hazing has been made. University recognition may be temporarily withdrawn pending hearings and due process procedures.

Should it be determined that a student organization or any of its members is guilty of hazing as previously defined, university sanctions may include but are not limited to:

- 1) Automatic and indefinite suspension of campus recognition with an accompanying loss of all campus privileges, (i.e. use of facilities, student services, etc.)
- 2) Disciplinary action against those members involved in the incident(s) including suspension or expulsion from the University.

Implementation:

Each organization president, or equivalent officer, is required to read the University's Policy on Hazing at the first regular meeting that he/she presides after taking office. Each organization advisor, or equivalent, is required to also sign the policy indicating that the policy has been read and shared with their respective group.

All entity groups are required to sign this policy. Failure to comply will result in forfeiture in recognition by Northwest Missouri State University. Signed policies will be filed with Division of Student Affairs.

I have read the Northwest Missouri State University Hazing Policy to the members at a regularly scheduled meeting of our organization. As President and/or Advisor (or equivalent), I assume responsibility for and attest to my organization's compliance with this policy.