



DOCUMENT TITLE:	Anti-Hazing Policy and Procedure
APPROVAL DATE:	June 22, 2025
NEW OR REVISION	New
EFFECTIVE DATE:	June 22, 2025
RESPONSIBLE OFFICE:	Office of the Dean for Student Success

Purpose

The purpose of this policy is to ensure a safe, respectful, and inclusive environment for all members of The Chicago School community by prohibiting hazing in all forms. This policy supports compliance with the Stop Campus Hazing Act, associated Clery reporting obligations, and the institutional values of student safety and accountability.

Definitions

Hazing: Any act, whether physical, emotional, or psychological, required or expected of a person seeking to join or maintain membership in a group, that:

- Is abusive, dangerous, degrading, or disruptive
- Has no legitimate educational or professional purpose
- Violates institutional policy or applicable local, state, or federal laws
- Is intended to or reasonably likely to cause physical or emotional harm
- Involves coercion, intimidation, or compelled participation in activities unrelated to group goals

Hazing includes both active and passive involvement (e.g., witnessing or failing to intervene). It applies to conduct involving prospective, new, current, or returning members of a student group, team, or organization.

Policy Statement

The Chicago School prohibits hazing in all settings and by all students and student organizations. This includes acts committed on or off campus, in-person or virtually, and during any activity tied to group affiliation.

Students and student organizations are expected to uphold the integrity and safety of the learning community. Hazing is prohibited regardless of an individual's willingness to participate.

Retaliation against individuals who report hazing in good faith or who participate in an investigation is strictly prohibited. These individuals will not face disciplinary action for ancillary policy violations that emerge in the investigation, such as alcohol use, unless



such actions involved harm to others or reckless endangerment. A student who believes they have been subject to hazing should submit the [Student Complaint of Hazing Intake Form](#) or email the Office of the Dean for Student Success at studentsuccess@thechicagoschool.edu.

- **Responsibilities**

- Office of the Dean for Student Success: Oversees implementation, response coordination, and educational outreach.
- Faculty and Academic Program Chairs: Support awareness and inform students of reporting options.
- Student Organizations: Responsible for educating members on this policy and ensuring compliance across all organizational activities.

- **Internal Managing Procedures:**

- Reports may be submitted via the Student Complaint of Hazing Intake Form or to the Office of the Dean for Student Success at studentsuccess@thechicagoschool.edu.
- Reports are reviewed by the Office of the Dean for Student Success to determine the appropriate response pathway.
- The Office of the Dean for Student Success will determine whether resolution is appropriate through informal or formal processes. These may include educational conversations, group conduct review, or individual referral to Student Community Standards.
- Sanctions range from educational measures to organizational suspension or individual student dismissal.
- The Office of the Dean for Student Success maintains records and manages notification to affiliated organizations, if applicable.

- **Related Information**

- University Community Norms and Standards Policy and Procedures
- Student Policy on Anti-Discrimination, Anti-Harassment, and Anti-Retaliation (Student DHR Policy)
- Policy Prohibiting Sexual Harassment Under Title IX (Title IX Policy)
- Clery Act and Stop Campus Hazing Act Compliance Guidance
- Clery Compliance Toolset (CCT) Module 5 and Hazing Transparency Report

- **Training and Communication** - Hazing prevention is incorporated into:

- Orientation and training for all new students
- Annual training for student organization leaders and advisors
- Distribution of educational materials on recognizing and reporting hazing

Appendix – List Applicable Related Documents



- Student Complaint of Hazing Intake Form
- Student Conduct Policy and Procedures
- Employee Code of Conduct