



CAMPUS LIFE OFFICE

Lake Superior State University Hazing Policy

Since the time of its founding, Lake Superior State University's primary goal has been to provide excellent instruction and an educational environment which will produce broadly educated responsible citizens who are prepared to serve and to lead in society. Academic instruction and co-curricular activities couple to meet the goals of Lake Superior State University. All members of the University community must be provided the opportunity to function to the best of their individual abilities. One activity that has been an inhibiting factor in achieving the above stated purpose is the practice of hazing. Although hazing has concentrated itself in the social Greek community, other recognized student organizations are not untouched by this unacceptable practice. Therefore, this policy shall apply to all organizations and clubs at Lake Superior State University.

Hazing is defined as: committing any intentional, knowing or reckless act, occurring on or off the Lake Superior State University campus, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in or maintaining membership in any organization or athletic team whose members are or include students at an educational institution. A person commits an offense if the person engages in hazing, encourages another to engage in hazing, knowingly permits hazing to occur or has knowledge of hazing and fails to report said knowledge to an appropriate official of the university. It should be noted that it is not a defense to prosecution of an offense that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Lake Superior State University will not condone or tolerate any acts of hazing, harassment or humiliation. Any such acts which interfere with scholastic activities, which are not consistent with fraternal law, state or federal law, or the University regulations and policies are expressly forbidden. Students or organizations found responsible for any infractions are subject to disciplinary action.

Hazing Policy Enforcement

Should hazing activities come to the attention of any member of the University, the activity should be reported to Campus Life and the Associate Director of Campus Life and Housing. All allegations of hazing will be investigated by the Campus Life Office. The judicial process, as outlined in the Lake Superior State University student handbook, serves as the guideline for handling allegations of hazing.

In special circumstances, a student organization may be placed on interim suspension pending an investigation. This action will be taken only in those situations where there is reasonable cause to believe a student organization's actions are of such a nature as to pose a clear and present

threat of harm or injury to persons and/or damage to property. During the interim suspension, the organization is required to cease all organizational operations and activities.

Should the student organization have national affiliation or incorporation, the national office shall be notified of the alleged incident and the results in writing within one (1) week. Notification will be made by the Associate Director of Campus Life and Housing.

Should the judicial investigation substantiate an occurrence of hazing, the Associate Director of Campus Life and Housing will assign the appropriate sanction, as listed below:

- **CENSURE** - Censure may include the required completion of a program designed with the intent of eliminating hazing. The program will be devised by the Associate Director of Campus Life and Housing, and the organization's officers and advisors. The program will be monitored by Campus Life.
- **PROBATION** - The organization will be placed on probation for a specified period of time. Conditions of probation will be determined by Campus Life and outlined in writing for the organization. The probationary term will be monitored by Campus Life.
- **SUSPENSION** - The organization will be suspended. The terms of the suspension shall be defined in the sanction, including criteria that the organization must meet within a specified period of time to be considered for renewal of University recognition status.
- **REVOCATION** - The organization will have its status as a recognized student organization revoked, with loss of all University recognition and privileges. If applicable, the national office of an organization so affiliated will be requested to revoke the charter of the organization.

In addition to enforcement of this Hazing Policy regarding student organizations, the University may initiate appropriate disciplinary action against individual students for violations of the Student Conduct Code arising from the incident.

Alternatives to Hazing

Sometimes, organizations that haze new members are confused about how to change these practices. There are many creative ways to change from a hazing to a non-hazing organization. The following are some specific examples of ways to eliminate hazing and make membership a challenging but positive experience. In many organizations, the very term “pledge” is often equated with hazing practices. Many national organizations have sought to eliminate this term in order to foster more positive attitudes toward the new members. Some substitute terms include “associate members” and “new members.”

When organizations are challenged to eliminate hazing practices, some members may be resistant to this change. In many cases, those who are most vocal against eliminating hazing are those who are bitter and angry about the hazing that they themselves endured (but don't admit this publicly) and expect that others should be abused in order to gain “true” membership in the organization. You will also find that some of these folks are likely to be bullies of the organization – people who enjoy a “power trip” at the expense of someone else.

Of course, if you try to eliminate hazing in your group, you will likely encounter many elaborate reasons for why this will be devastating for your organization. While there will be some staunch supporters of the status quo, there will be many who can be convinced of the negative effects and potential risks of hazing. Believers in the supposed “benefits” of hazing may be more likely to change their opinion if they can envision some alternatives. The supposed “benefits” of hazing are listed on the right with non-hazing alternatives to accomplish the same goal listed alongside.

Educating to Eliminate Hazing

Foster Unity

Have the members of your organization work together on a community service project. Visit a ropes course to work on group cohesiveness, communication and leadership skills. In organizations with houses, the group might work together on a room improvement project. Another option for fostering unity without hazing is for the members to work together to plan a social or athletic event with another organization.

Develop Problem Solving Abilities

Have new members discuss organization weaknesses such as poor recruitment, apathy, and poor scholarship, and plan solutions that the organization might then adopt.

Develop Leadership Skills

Encourage participation in campus activities outside of the organization. Encourage new members to get involved in organizational committees and/or leadership roles. Develop a peer mentor program within your organization for leadership roles. Invite university/community/business leaders into the organization to share their experiences.

Instill a Sense of Membership

Plan special events when the entire organization gets together to attend a movie, play, or religious service. Plan a “membership circle” where students participate in a candlelight service in which each person has a chance to express what membership means to them.

Promote Scholarship

Take advantage of your university academic and tutoring services. Designate study hours for members of your organization. Invite university or community experts to discuss test-taking skills, study methods, time management, etc.

Build Awareness of Organization’s History

Invite an older member to talk about the organization’s early days, its founding, special traditions, and prominent former members.

Support Career Goals

Use university resources for seminars on resume writing, job interview skills, and for information on various careers.

Involve All Members in the Community

Get involved with campus and community service projects. Plan fundraisers for local charitable organizations.

Adapted from StopHazing.org, Educating to Eliminate Hazing. Copyright StopHazing.org 1998-2001.

www.stophazing.org

THE MICHIGAN PENAL CODE (EXCERPT)

Act 328 of 1931

******* 750.411t.added THIS ADDED SECTION IS EFFECTIVE AUGUST 18, 2004 *******

750.411t.added Hazing prohibited; violation; penalty; exceptions; certain defenses barred; definitions; section title.

Sec. 411t.

(1) Except as provided in subsection (4), a person who attends, is employed by, or is a volunteer of an educational institution shall not engage in or participate in the hazing of an individual.

(2) A person who violates subsection (1) is guilty of a crime punishable as follows:

(a) If the violation results in physical injury, the person is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than \$1,000.00, or both.

(b) If the violation results in serious impairment of a body function, the person is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than \$2,500.00, or both.

(c) If the violation results in death, the person is guilty of a felony punishable by imprisonment for not more than 15 years or a fine of not more than \$10,000.00, or both.

(3) A criminal penalty provided for under this section may be imposed in addition to any penalty that may be imposed for any other criminal offense arising from the same conduct.

(4) This section does not apply to an individual who is the subject of the hazing, regardless of whether the individual voluntarily allowed himself or herself to be hazed.

(5) This section does not apply to an activity that is normal and customary in an athletic, physical education, military training, or similar program sanctioned by the educational institution.

(6) It is not a defense to a prosecution for a crime under this section that the individual against whom the hazing was directed consented to or acquiesced in the hazing.

(7) As used in this section:

(a) “Educational institution” means a public or private school that is a middle school, junior high school, high school, vocational school, college, or university located in this state.

(b) “Hazing” means an intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against an individual and that the person knew or should have known endangers the physical health or safety of the individual, and that is done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization. Subject to subsection (5), hazing includes any of the following that is done for such a purpose:

(i) Physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity.

(ii) Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.

(iii) Activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.

(iv) Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

(c) “Organization” means a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, athletic team, or similar group whose members are primarily students at an educational institution.

(d) “Pledge” means an individual who has been accepted by, is considering an offer of membership from, or is in the process of qualifying for membership in any organization.

(e) “Pledging” means any action or activity related to becoming a member of an organization.

(f) “Serious impairment of a body function” means that term as defined in section 479a.

(8) This section shall be known and may be cited as “Garret's law.”

History: Add. 2004, Act 111, Eff. Aug. 18, 2004.