Olivet Nazarene University Anti-Hazing Policy

I. Purpose and Commitment

Olivet has a long-standing commitment to fostering a safe, respectful, and Christ-centered community free from hazing in any form. Olivet Nazarene University strictly prohibits hazing of any kind. In accordance with the federal *Stop Campus Hazing Act* signed into law December 23, 2024, this anti-hazing policy establishes our definition of hazing and related prohibited conduct, identifies reporting methods and support offices, establishes educational initiatives and prevention efforts, and overviews how violations and sanctions will be processed.

II. Definition of Hazing and Prohibited Conduct

ONU considers hazing to be any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization*; and
- Causes or creates a risk of physical or psychological injury, above the reasonable risk encountered in the course of enrollment at ONU or the participation in an organization (such as the physical preparation necessary for participation in an athletic team or ROTC).

**For this policy, "student organization" is defined as an organization at ONU (such as a club, society, association, varsity or junior varsity athletic team, club sports team, music group, or residential floor/unit) in which two or more of the members are students enrolled at ONU, whether or not the organization is established or recognized by the institution.*

ONU prohibits any activity that falls under the definition of hazing, including but not limited to:

- Physical acts that cause bodily harm.
- Psychological or emotional abuse.
- Activities that demean, degrade, or disgrace individuals.
- Compelled consumption of alcohol, drugs, or other substances.
- Any act that violates ONU's policies or the law.

III. Reporting and Support Offices

In accordance with the *Jeanne Clery Campus Safety Act*, designated Campus Security Authorities are required to report suspected hazing incidents, but all members of the ONU community, including students, faculty, staff, and volunteers, are encouraged to report

suspected hazing incidents. Reports can be made at any time online by clicking here. Reports submitted through this form will be reviewed by the Dean of Students and investigated according to our investigative procedures published in the University Life Handbook. Additionally, suspected hazing incidents can be reported to:

- The Dean of Student's office | 815-939-5333 | Ludwig Center Balcony
- The Department of Public Safety | 815-939-5265 | Ludwig Lower Level
- The Silent Witness Form available on the ONU website.

University policy prohibits acts of retaliation against any individual for reporting hazing or participating in an investigation of hazing.

IV. Ongoing Education and Prevention

ONU is committed to educating its community about the dangers of hazing and promoting a culture of respect and dignity. Educational initiatives include:

- Anti-Hazing awareness training for all new students
- Annual hazing prevention training for student organization leaders
- Anti-hazing policy review and reporting procedure training for employees
- Annual anti-hazing education and prevention workshop with athletic department coaches
- Campaign during national hazing prevention week
- Distribution of educational materials outlining the risks and consequences of hazing

V. Enforcement and Sanctions

A violation of this anti-hazing policy is a serious offense of ONU Student Conduct and Community Standards, and is therefore subject to the full range of sanctions up to and including permanent dismissal from the university. Probationary statuses may include required educational components. Suspended students may have additional requirements and/or conditions placed on their reenrollment as an ONU student for violations of this policy. Official programs, teams, groups, or organizations found responsible for a violation of this policy may also face sanctions. Additionally, ONU will bi-annually update the Hazing Transparency Report.

When appropriate, the University will cooperate and refer to local law enforcement authorities for potential criminal prosecution.

VI. Applicable Illinois Statute

Under Illinois law (720 ILCS 5/12C-50), a person commits hazing when he or she knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of this State, for the purpose of induction or

admission into any group, organization, or society associated or connected with that institution, if:

(1) the act is not sanctioned or authorized by that educational institution; and
(2) the act results in bodily harm to any person

It is not a defense to a prosecution that the person against whom the hazing was directed consented to or acquiesced in the hazing. In Illinois, hazing is a Class A misdemeanor, except that hazing that results in death or great bodily harm is a Class 4 felony.

(Source: P.A. 103-765, eff. 1-1-25.)