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ADMINISTRATIVE REGULATIONS	EFFECTIVE DATE / /10	RESEDES REGULATION DATE N/A

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UNIVERSITY OF KENTUCKY HAZING PREVENTION POLICY

I. Introduction

The University is dedicated to promoting a safe and healthy campus environment for its students, faculty, staff, and visitors. In addition, the University is committed to promoting an environment that fosters respect for the dignity and rights of all its community members. As such, the University does not tolerate hazing activities by any members of the University Community.

II. Authority

KRS 164.375 requires the University to adopt a policy prohibiting hazing activities and applicable to the conduct of students, faculty and staff, as well as visitors and other licensees and invitees on campus. The purpose of this regulation is to establish the University’s hazing prevention policy.

III. Entities Affected

This regulation applies to all Members of the University Community.

IV. Definitions

A. Hazing

1. Hazing means any action or situation created by a member of the University Community against another member of the University Community for the purpose of affiliation with a group or organization that:

- (a.) Is negligent or reckless in nature;

(b.) Is humiliating or endangers an individual; or

(c.) Unreasonably interferes with scholastic or employment activities.

2. Hazing may occur regardless of the individual's willingness to participate.

3. This regulation applies to behavior that occurs on University property. It may also apply to off-campus behavior if the activity is sponsored, conducted, authorized, or recognized by the University, a registered University organization, or a group as defined below in Section C.

4. Actions and situations that may constitute hazing include, but are not limited to, the following:

- Forced consumption of food, alcohol, or drugs
- Paddling in any form
- Creation of unnecessary fatigue
- Personal servitude
- Physical and/or psychological shocks
- Forced wearing of apparel which is conspicuous and not normally in good taste
- Degrading or humiliating games and activities
- Sleep or food deprivation
- Unreasonable exposure to the weather
- Kidnapping or abandonment
- Line-ups and berating
- Undue interference with academic pursuits
- Expectation of participation in activities that are illegal, lewd or in violation of University policy

B. "Members of the University Community" means its faculty, staff, students, volunteers, organizations, groups, vendors, patients, customers, alumni, and visitors.

C. "Organization" and "Group" are defined as follows:

1. "Organization" means a number of persons who are associated with each other and has registered with the University as a student organization

under AR 4:1, Rules and Additional Criteria for Registration of Student Organizations.

2. “Group” means a number of persons who are associated with the University and each other, but who have not registered, or are not required to register, as a student organization (e.g. athletic teams, musical or theatrical ensembles, academic or administrative units, clubs).

D. “University Official” means any person (faculty or staff) who is employed by the University, and who performs assigned administrative or professional responsibilities. For the purposes of this policy, the “appropriate” official is defined as follows:

1. Students – Dean of Students or designee;
2. Faculty – Provost or designee; and,
3. Staff – Associate Vice President for Human Resources or designee.

For other Members of the University Community (volunteers, organizations, groups, vendors, patients, customers, alumni, and visitors) the appropriate official is any of the above University Officials or the University Police.

V. Policy

A. Hazing in any form is prohibited.

B. It is not a defense to a charge of hazing that:

1. The express or implied consent of the individual was obtained;
2. The conduct or activity that resulted in the hazing of an individual was not part of an official organizational or group event or was not otherwise sanctioned or approved by the organization or group; or
3. The conduct or activity that resulted in hazing of the individual was not a condition of membership or affiliation with the organization or group.

C. Any faculty, staff, student, or volunteer Member of the University Community, with knowledge or suspicion of hazing is expected report the activity to appropriate University Officials or the University Police.

Other Members of the University Community with knowledge or suspicion of hazing are strongly encouraged to report the activity to the appropriate University Officials or the University Police.

D. Retaliating in any manner against any individual who reports hazing or who participates in an investigation of a hazing report is prohibited.

E. Making an intentionally false accusation of hazing through the University's procedures is prohibited.

F. All members of the University Community shall cooperate in an investigation of hazing.

G. Responsibility for any violations of this regulation may be attributed to the perpetrators, the organization or group, its members or its officers.

H. Any organization or group may be found responsible for any violations of this regulation upon satisfactory proof that the organization or group did not discourage or did not take reasonable steps to prevent hazing by its members or affiliates.

I. In addition to this policy, NCAA student athletes shall follow the policies and guidelines set forth by the NCAA, SEC, and University Athletics Compliance office.

VI. Rights of Those Who Report

A. Individuals who are victims of hazing and who truthfully report the activities shall not be individually charged with a violation of this regulation.

B. Individuals who have knowledge of a hazing incident, but who did not participate, and truthfully report the activities shall not be individually charged with a violation of this regulation in relation to that particular incident.

C. An organization or group that seeks assistance in preventing hazing from occurring within the organization or group, even if past behaviors have included hazing, shall not be charged with a past violation of this regulation.

D. Any organization or group that self-reports a hazing behavior to an appropriate University Official or the University Police shall be given the opportunity to change those behaviors without immediate threat of being charged with a violation of this regulation. An organization or group that self-reports shall

identify those individuals responsible for the hazing behaviors. If evidence is presented in subsequent semesters that hazing behaviors have continued within the organization, that organization may be held responsible for past behaviors.

VII. Reporting

A. Complaints or reports of activities believed to be hazing should be reported to an appropriate University Official or the University Police at (859) 257-8573.

B. Any questions concerning the interpretation or application of this policy should be referred to the appropriate University official (see section IV.D.).

VIII. Additional Requirements for Registered Student Organizations

All elected or appointed student organization presidents or designee shall educate their respective organization members on an annual basis regarding the applicable University policies concerning hazing.

IX. Corrective Action and Disciplinary Procedures

A. Violation of this regulation may result in corrective action under the Student Code of Conduct, Human Resources Policies and Procedures, or other applicable University Regulations or Policies. Visitors refusing to comply may be reported to the University Police.

B. Possible sanctions for individual students resulting from the University disciplinary process range from a warning to disciplinary expulsion. Possible sanctions for student organizations or groups include suspension or restriction from University Property or revocation of Registered Student Organization status, if applicable. Possible sanctions for faculty and staff range from an oral warning to termination of employment.

C. Violations of this policy are subject to referral to appropriate law enforcement or University services, as well as to regional and national affiliated offices, for action or prosecution.

Reference: KRS 164.375