



OFFICE OF STUDENT CONDUCT

Policy	Concordia College Hazing Policy
Responsible Office(s)	Office of Student Conduct
Adopted Date	June 23, 2025
Contact Information:	Office of Student Conduct 218-299-4326 Email: conduct@cord.edu Website: https://cobbernet.cord.edu/directories/offices-services/student-conduct/

HAZING POLICY

BACKGROUND

The Stop Campus Hazing Act was signed the act into law on December 23, 2024. Hazing is abusive, psychologically damaging, and may be life-threatening. It is unacceptable in all forms and has no place in the Concordia College community. In keeping with its commitment to a vibrant and positive campus life, Concordia College prohibits hazing by students, student organizations, athletic teams, music ensembles, and employees (on and off campus). In compliance with the Stop Campus Hazing Act, this section contains all relevant policies and procedures in one location and serves as the hazing policy for Concordia College.

HAZING DEFINITION

The term 'hazing', for purposes of reporting statistics on hazing incidents, means 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:

1. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - a. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity.
 - b. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity.
 - c. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
 - d. Causing, coercing, or otherwise inducing another person to perform sexual acts.
 - e. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct.
 - f. Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - g. Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law."



HAZING POLICY CONTINUED

3. Hazing encompasses a range of practices (regardless of location) and can take many forms but often involves physical risks or mental distress through humiliating, intimidating, or demeaning treatment of individuals joining or continuing membership in a group, team, or organization. The impact of hazing on individuals can be severe, long lasting, and even fatal. Hazing is an activity that endangers the physical or mental health or safety of a person, or which induces or coerces a person to engage in any activity that violates college policy, department regulations, or state or federal law.

STUDENT ORGANIZATION

1. **Definition**
 - a. The term 'student organization', for purposes of reporting means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.
 - b. Hazing often occurs for the purpose of being initiated into, affiliating with, holding office in or maintaining membership in an organization. An individual subjected to hazing may not be aware that what is occurring constitutes hazing or may not feel empowered to refuse participation. Perceived, implied, or expressed consent to hazing does not make it acceptable under this policy.
2. **Guidelines:** The college offers two guidelines for returning members to keep in mind as they welcome new members and introduce them to the group, team, organization, or ensemble:
 - a. Any activity or practice that new members are required or encouraged to participate in by virtue of their status as a new member presumptively constitutes hazing.
 - b. Any activity or practice that is considered a "tradition" should be examined in the light of the guidance given in this policy. "Tradition" is not a justification for hazing.

REPORTING PROCEDURES

Concordia College encourages the reporting of incidents of hazing immediately and takes every report seriously. The college will investigate all reports diligently and thoroughly in accordance with the Student Code of Conduct. Individuals found responsible for committing, soliciting, encouraging, directing, aiding, or recklessly permitting hazing to occur will be subject to disciplinary sanction that could include suspension or expulsion.

Any person may report hazing in person, by mail, by telephone, or by electronic mail, using contact information listed below. The college encourages community members, parents, families, and other stakeholders to report their concern to be reviewed and determine whether the organization or athletic team has engaged in hazing behavior.

Tips for Reporting:

If in doubt, report it! Reporters can remain anonymous, provide as much details as possible, and upload evidence (i.e., pictures, screenshots)



HAZING POLICY CONTINUED

Reports can be made to any of the following **NON-CONFIDENTIAL** resources:

1. The Office of Student Conduct (if students are involved) 218-299-4326
2. Public Safety Staff 218-299-3123
3. Human Resources Department (if employees are involved) 218-299-3339
4. Immediate supervisor, trusted staff/faculty, coach, ensemble leader

Reports can be made to any of the following **CONFIDENTIAL** resources:

5. Center for Holistic Health 218-299-3514
6. Campus Ministry 218-299-3298

PROHIBITED RETALIATION

No person may directly or indirectly intimidate, threaten, coerce or discriminate against any individual because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Hazing Policy and Procedure. Complaints alleging retaliation may be filed with the Office of Student Conduct and/or Human Resources. Retaliation includes but is not limited to ostracizing the person, pressuring the person to drop or not support the complaint or to provide false or misleading information, or otherwise engaging in conduct that may reasonably be perceived to affect adversely that person's educational, living, or work environment.

AMNESTY REPORTING

Concordia recognizes that students are sometimes reluctant to report hazing activity, due to a fear of potential consequences for their own conduct. For this reason, the college has adopted an amnesty policy which states that a student who acts in a good faith to report activity that may fall within the definition of hazing and/or a victim who cooperates fully as a witness in the investigation and disciplinary process may not be subject to student conduct sanctions related to their own participation in hazing behavior, even if the investigation does not ultimately substantiate the allegations.

This policy is designed to protect the well-being of the campus community and to maintain the integrity and professionalism of the college. Adherence to this policy mandatory, only applies to the Student Code of Conduct, and does not extend to violations to applicable laws. This policy does not protect students involved in violence or sexual misconduct.

ORGANIZATIONAL EXCEPTION OF HAZING

Members of an organization, group, or team who are concerned that some of the organization's activities do not comply with Concordia's hazing policy should consult with the Office of Student Conduct. An organization that fully discloses past or recent behavior in violation of the Hazing Policy will receive assistance as the group develops a new plan to replace the activities in question. With this disclosure, the organization will not face college disciplinary action for the activities disclosed, unless the conduct engaged in caused physical harm or violated the policy on sexual misconduct. The exception applies only to the Student Code of Conduct and does not extend to violations of applicable laws.



HAZING POLICY CONTINUED

PREVENTION AND AWARENESS

In alignment with our values, this policy outlines our approach to hazing prevention and awareness. Through research-informed, campus-wide programs, we aim to educate students, staff, and faculty about the risks and consequences of hazing while providing proactive strategies to prevent its occurrence.

The college's hazing prevention and awareness programs are designed to:

1. Prevention

- a. Hazing prevention education is required for all incoming students and employees to meet the requirements of state and federal law.
- b. Hazing education and prevention tools and strategies are developed to be used to educate campus-wide, including, student organizations, athletic teams, ensemble groups, living groups, and across campus.
 1. Examples of topics include, but not limited to:
 1. Bystander Intervention, Ethical Leadership, Promotion of Building Group Cohesion

2. Awareness

- a. Provide the public with reliable information with the college Transparency Report
 1. Report published (Updated sharing hazing incidents, sanctions, and trends on campus
 2. Violations on campus will be published on the public website to help students and their parents make informed decisions about joining organizations on campus and/or attending this college.

A NOTE FOR STUDENT LEADERS

The opportunity to be a leader at Concordia College can be one of the defining aspects of your experience in college. Team captains, music ensemble officers, and club sport or organizational leaders develop skills that serve them throughout their lives and set the stage for lifelong friendships.

The challenge that accompanies this role is that leaders are held to a higher standard by peers, conductors, coaches, advisors, and the college. When hazing occurs in an organization, leaders often become the focus of the issue, and they are held to account for the actions of those they lead. Leaders may be held individually responsible as well.

TIPS FOR PREVENTING HAZING IN A CAMPUS ORGANIZATION

Below are some questions you may ask yourself to help determine if an activity is hazing. Ask yourself these questions to identify potential hazing

1. Would you have reservations about describing the activity to a college official?
2. Would you have reservations about describing the activity to your parents?
3. Does the activity involve alcohol and/or other drugs?
4. Does the activity involve mental distress, such as humiliation or intimidation?
5. Does the activity involve physical abuse (including, but not limited to, sleep deprivation or forced exercise)?
6. Is there a question of safety involved with the activity or a significant risk of injury?
7. Would you be worried if the activity appeared in the evening news or in the newspaper?