

## **Anti-Hazing Policy**

# Contents

I.	Purpose .....	3
II.	Scope .....	3
III.	Prohibited Conduct .....	3
IV.	Filing a Report .....	3
V.	Investigative Procedure .....	4
VI.	Sanctions .....	4
VII.	Public Disclosures .....	5
VIII.	Revision History .....	5

## I. Purpose

As part of its commitment to promoting a safe and healthy campus environment for the University community and cultivating a culture that fosters respect for the dignity and rights of all its members, DeVry University (University) does not tolerate hazing activities by any members of the University community.

## II. Scope

This policy applies to University students, student organizations, student groups, colleagues, and volunteers acting in an official capacity that advise or mentor student organizations and/or student groups. This policy applies to conduct that occurs between two or more people who are affiliated with the University, or any student or other organization associated with the University. The University has jurisdiction under this Policy whether the conduct occurs on or off campus.

## III. Prohibited Conduct

Hazing is prohibited regardless of the victim's willingness to participate in an incident of hazing. Hazing is defined as any action or situation in which an individual intentionally, knowingly or recklessly endangers, or is likely to endanger the mental health, physical health, or safety of a student for the purpose of initiation or admissions into or affiliation with, or as a condition for continued membership in any organization operating under the sanction of the University.

Examples of hazing may include forcing or attempting to force a member of the DeVry community to:

- Endure any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, or exposure to the elements;
- Participate in forced consumption of any food, liquid, alcoholic liquid, drug, or other substance;
- Participate in exposure to mental injury, including injury resulting from activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment;
- Engage in acts of a sexual nature;
- Endure any activity that creates a reasonable likelihood of bodily injury or loss of life; or
- Violate Federal or State law.

It shall not be a defense to a charge of hazing that the student consented to the conduct in question.

Acts that are deemed to fall within the scope of this policy are violations of the Code of Conduct and may also be crimes. An attempt to commit an act identified in this policy, as well as assisting or knowingly encouraging any such an act, is also considered a violation of this policy. All alleged violations of the Hazing policy will be investigated, provisioned due process and administratively adjudicated through the Student Code of Conduct outlined in the [Student Handbook](#).

## IV. Filing a Report

Anyone may make a report pertaining to violations of this policy, and nothing in this policy prohibits a student or colleague from reporting a crime directly to law enforcement. Options for filing a hazing report include:

### 1. Student Organization Leadership

All DeVry student organizations are required have a mentor, faculty, or staff advisor who has formally agreed to serve in sponsoring the organization. Members of an organization that witness instances of hazing may report to the Organization's sponsor. The Organization's sponsor must report the information to University Conduct Administrators at [IntegrityMatters@devry.edu](mailto:IntegrityMatters@devry.edu).

### 2. DeVry Complaint Administrator

Reports can be made via email to [Complaint.Coordinator@devry.edu](mailto:Complaint.Coordinator@devry.edu).

### 3. Anonymous Reporting

Reports can be made with the option to remain anonymous through Speak Up. Anyone can utilize Speak Up by calling (844) 703-9374 or online at [www.devry.ethicspoint.com](http://www.devry.ethicspoint.com). Initial response to electronic reports will occur within 48 hours of initial receipt. Direct assistance, though limited, remains available when reports are made anonymously through Speak Up.

All University colleagues with direct or indirect information of a hazing allegation are required to provide the information to University Conduct Administrators at [IntegrityMatters@devry.edu](mailto:IntegrityMatters@devry.edu). University Conduct Administrators will be responsible for the investigation of all hazing allegations. Additionally, any University colleague acting in their official capacity who obtains knowledge of hazing is required to report the hazing to law enforcement in the county in which the victim resides or in which the hazing is occurring or has occurred.

## V. Investigative Procedure

The University Conduct Administrator shall coordinate the investigation of all hazing allegations. When appropriate, other University offices may handle certain aspects of the University's response (e.g., Human Resources, Regulatory Affairs). Additionally, the University Conduct Administrator will assess the need for interim measures (e.g., suspension of current group activities). Every effort will be taken to complete the investigation in a timely manner. The hazing allegation will be investigated and resolved in keeping with the Student Code of Conduct process. At the point when a formal conduct charge is made against an organization, the national or oversight organization, if any, may be notified. Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency. The University may charge an individual or a group with a violation of this Anti-Hazing Policy via the Student Code of Conduct and/or other University rules, regulations, or policies.

## VI. Sanctions

Hazing is a serious offense of the University's Student Code of Conduct and, therefore, is subject to the full range of sanctions outlined in the [University's Student Handbook](#). In addition, other educational activities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents or group in which the student is involved, or their governing bodies. The university has the right to take action regardless of the actions of the governing body.

## VII. Public Disclosures

Where required, DeVry maintains a publicly accessible reports of hazing incidents, which can be accessed at the University’s [Student Consumer Information](#) webpage under the applicable state. This reporting includes all reported incidents of hazing under this policy. All reported hazing incidents will be published to the webpage within fifteen (15) days of adjudication and will remain on the report for five (5) years. The webpage will be review bi-annually.

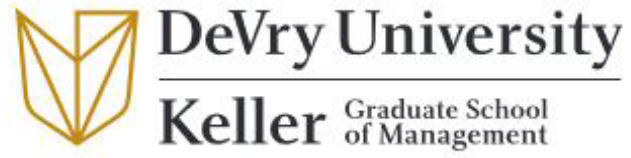
Information on the report will include:

- Name of the organization involved in the incident,
- Date or Dates of the incident, and
- A description of the hazing related allegations, findings, sanctions, and adjudications for any person or organization involved.

No personally identifiable information, which could permit the identity of any individual to whom the information applies, will be included in DeVry’s publicly accessible report.

## VIII. Revision History

Date	Version	Changes
08/2023	1.0	<ul style="list-style-type: none"> <li>• Initial Policy</li> </ul>



# **Anti-Hazing Policy Ohio Addendum**

## I. Purpose

This document constitutes an addendum to DeVry University's Anti-Hazing Policy and contains information required by the Ohio's Anti-Hazing Act.

## II. Training

All students seeking membership in a registered, in-person student organization or student group at DeVry University locations in Ohio must complete the anti-hazing training provided by the University. Failure to complete the training will result in the student being denied the ability to join any recognized student organization or group. If a student is unsure if they have completed the required program, they should contact University Conduct Administrators at [IntegrityMatters@devry.edu](mailto:IntegrityMatters@devry.edu) to verify their eligibility to join a student organization or group.

## III. Revision History

Date	Version	Changes
08/2023	1.0	<ul style="list-style-type: none"><li data-bbox="409 831 1528 886">Initial Policy</li></ul>