



POLICY AGAINST HAZING

1. PREAMBLE

- 1.1 The purpose of this policy is to maintain a safe environment for University community members free from hazing. Hazing has historically been associated with, but is not limited to, obtaining acceptance or membership in an organization or a team. The University of Lethbridge’s Policy Against Hazing applies to all University community members.
- 1.2 The University of Lethbridge has a zero tolerance policy on hazing. Hazing activities of any type are inconsistent with the mission and vision of the University and are prohibited at all times.

2. DEFINITION

- 2.1 The definition of Hazing includes but is not limited to any action or situation created, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment, fright and ridicule, including initiations which are abusive and humiliating. Any mental or physical requirement, request or obligation placed upon any person which could cause pain, disgrace, or injury, or which is personally degrading or violates any federal, provincial, local statute or university policy is also considered hazing.
- 2.2 For the purpose of this policy, students, employees, volunteers, contractors or guests of the University and others formally or informally involved in any University sponsored event shall be referred to as the “University community”. The University community is required to abide by all University policies and procedures.
- 2.3 Hazing may result from an act committed by or to an individual, group, or members of a group.
- 2.4 Apparent permission or consent by a person regardless of the person’s willingness to participate in a hazing activity shall not constitute a justification for breach of this policy.

AUTHORITY:	RESPONSIBILITY:	EFFECTIVE DATE:	RELATED POLICIES:
Board of Governors <u>Prior Approvals</u> GFC Feb 6/06 Deans’ Council Jan. 25/06 Directors’ Council Jan. 11/06	President	March 23, 2006	<ul style="list-style-type: none"> • Non-Academic Offenses • Principles of Student Citizenship • Personal Security • Safe Disclosure • Fraud

- 2.5 Voluntary or involuntary participation in activities which fall within the definition of hazing shall be considered hazing.
- 2.6 Hazing behavior includes but is not limited to:
- 2.6.1 Subtle Hazing – Behaviors that are contrary to acceptable standards of conduct and good taste, from an objective point of view (e.g. deprivation of privileges, asked to perform inappropriate acts not assigned to others).
 - 2.6.2 Harassment Hazing – Behaviors that from an objective view cause or have the potential to cause emotional anguish or physical discomfort (e.g. personal deprivations, verbal abuse and threats).
 - 2.6.3 Dangerous Hazing – Behaviors that from an objective point of view cause or have the potential to cause endangerment of life or mental health (e.g. forced or coerced alcohol/drug consumption, public nudity or illegal activity).

3. POLICY

- 3.1 Participating in hazing behaviour is not permitted at the University of Lethbridge.
- 3.2 No University community member shall plan, direct, encourage, aid or engage in hazing.
- 3.3 No University community member shall knowingly permit, condone, or tolerate hazing.
- 3.4 No University community member shall participate, ignore or willingly permit any action which brings the reputation of the University of Lethbridge, or a team, group or organization associated with the University of Lethbridge into public disfavor or disrepute.
- 3.5 All University community members are required to take reasonable measures to prevent and report violations of this policy to the appropriate supervisor or authority.

4. SAFE DISCLOSURE

- 4.1 The University is committed to protecting all individuals who take steps to expose wrongdoing by prohibiting harassment, threats, retaliation or discrimination against them.
- 4.2 Individuals will not be subject to retribution of any kind for reporting in good faith allegations of hazing.
- 4.3 This policy is in addition to and not in replacement of the rights an individual may have under law or contract.

5. DISCIPLINE

- 5.1 Persons who knowingly make false and malicious allegations of hazing will be subject to the appropriate discipline.
- 5.2 Individuals participating in hazing are subject to University discipline.
- 5.3 Notwithstanding this policy persons participating in hazing are subject to possible criminal prosecution and/or civil legal action.
- 5.4 Once a complaint is received, the processes for investigation, discipline, or other remedial action included in the respondent's collective employment agreement, employee policy and procedure manual, in the Student Discipline Policy, in any other University policy, or in a combination of these agreements or policies will be followed.