



Division of Student Affairs

Policy & Procedure

www.umb.edu/campus-life/current-students/policies/

Issuing Office:	Vice Chancellor for Student Affairs
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<u>Policy Name:</u>	Hazing Policy
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<u>Original Date Issued:</u>	August 21, 2018
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<u>Update Date:</u>	September 29, 2026
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<u>Applicable to:</u>	All Campus Divisions and Students
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I. PURPOSE:

The University of Massachusetts Boston (UMB) is a State Institution of higher education devoted to excellence in teaching, research, and service. A key part of this mission is fulfilled through the University's commitment to developing students through academic and extracurricular activities. UMB is committed to promoting a safe and healthy environment for all members of the community and to preventing hazing before it occurs, as well as providing appropriate remedial action in instances when hazing does occur.

This policy applies to all members of the University faculty, staff, and students. It applies to on- and off-campus behavior.

II. DEFINITIONS:

- **The Student Code of Conduct defines hazing as the following:**

Hazing, as defined by law, is 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 (as defined within the Code); and
- 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.

Examples include but not limited to:

- a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;



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- 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, 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, and Federal Law.

b) The Stop Campus Hazing Act

The term 'hazing', for the purpose of reporting statistics on hazing incidents under paragraph (1)(F)(iv), 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 –

- i. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- ii. 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), or 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, other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, 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



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- 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.

c) **Massachusetts General Law (MGL) – Hazing – Ch.269 sec. 17, 18, 19**

- **269:17 Hazing; Organizing; or Participating; Hazing Defined:**
 - **Section 17.** Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars (\$3000) or by imprisonment in a house of correction for not more than one, [1] year, or both such fine and imprisonment.

The term 'hazing' as used in this section and in sections eighteen and nineteen, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or an other person. Such conduct shall include ***whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.*** Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action.

- **269:18 Failure to Report Hazing:**
 - **Section 18.** Whoever knows that another person is the victim of hazing as defined in section seventeen and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars (\$1000).
- **269:19 Copy of secs.17-19: issuance to students and student groups, teams, and organizations: report**
 - **Section 19.** Each institution of secondary education and each public and private institution of post-secondary education shall issue to every student group, student team or student organization which is part of such institution or is recognized by the institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team, or student organization, a copy of this section and sections seventeen, and eighteen; provided, however, that an



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institution's compliance with this section's requirements that an institution issue copies of this section and sections seventeen and eighteen to unaffiliated student groups, teams, or organization shall not constitute evidence of the institution's recognition or endorsement of said unaffiliated student groups, teams or organizations.

Each such group, team or organization shall distribute a copy of this section and sections seventeen and eighteen to each of its members, plebes, pledges or applicants for membership. It shall be the duty of each such group, team or organization acting through its designated officer, to deliver annually, to the institution an attested acknowledgement stating that such group, team or organization has received a copy of this section and said sections seventeen and eighteen, that each of its members, plebes, pledges, or applicants has received a copy of sections seventeen and eighteen, that each of its member plebes, pledges, applicants has received a copy of sections seventeen and eighteen, and that such group, team or organization understands and agrees to comply with the provisions of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post-secondary education shall, at least annually, before or at the start of enrollment, deliver to each person who enrolls as a full-time student in such institution a copy of this sections and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post-secondary education shall file, at least annually, a report with the regents of higher education and in the case of secondary institutions, the board of education, certifying the such institution has complied with its responsibility to inform student groups, teams or organizations and to notify each full-time student enrolled by it of the provision of this section and sections seventeen and eighteen and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communication the institution's policies to its students. The board of regents and, in the case of secondary institutions, the board of education shall promulgate regulations governing the content and frequency of such report, shall forthwith report to the attorney general any such institution which fails to make such report.

III. POLICY:

- **Prohibition on Hazing:**

UMB strictly prohibits any acts of hazing by members of the UMB Community and its affiliates. Knowledge of hazing and failure to report hazing is a violation of the



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Code. Hazing, as defined by law, is 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 (as defined within the Code); and
- 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), or physical or psychological injury.

Examples include but not limited to:

- 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.

- **Reporting Instance of Hazing:**

Victims or anyone who witnesses instances of hazing are strongly encouraged to report them. Faculty and staff with information relating to an instance of hazing are required to immediately report such information to:

- **UMass Boston Police Department (UMBPD)**
Emergency: 911
Non-Emergency: 617-287-7777
Location: Quinn Service & Supply, UL 0034
Website: www.umb.edu/public_safety
- **Dean of Students Office**
Shawn De Veau
Dean of Students/Associate Vice Chancellor
Campus Center, 2nd Floor, Suite 2100



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Phone: 617-287-5800

Email: shawn.deveau@umb.edu

Website: <https://www.umb.edu/campus-life/dean-of-students/>

- **Office of the Human Resource**

Marie H. Bowen

Vice Chancellor of Human Resources

Quinn Administration Building, 3rd Floor

Phone: 617-287-5150

Email: marie.bowen@umb.edu

Website: <https://www.umb.edu/hr>

- **Interim Administrative Action:**

The Vice Chancellor for Student Affairs, or designee, may impose an interim “University Suspension,” an interim “Removal from Housing,” an interim “Loss of Recognition,” and/or other necessary restrictions on a Respondent or Student Organization prior to or during the Administrative Review of an alleged violation. Such action may be taken when, based on the information provided and in the professional judgement of a University official, a threat of harm to persons or property exists, or to protect the safety of any person.

Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well-being of the Complainant, Respondent, or Student Organization, other members of the University Community, the University, or property. Interim administrative action is preliminary in nature; it is in effect only until an Administrative Review has been completed. However, violations of interim administrative action may result in additional violations and sanctions including University Suspension, University Expulsion, or Loss of Recognition.

- **Investigation/Resolution:**

Students and Student Organizations must uphold the Code and obey University policies, rules, and procedures as well as Federal, State, and Local Laws. The Dean of Students Office, or designee, shall make the final determination on what constitutes a potential violation of the Code and shall establish the specific behavioral allegation(s) as appropriate.

IV. **ADDITIONAL INFORMATION:**

- The University of Massachusetts Boston will not tolerate retaliation against any person who in good faith makes a report of hazing. Any person who retaliates directly or indirectly against a victim, witness, person reporting hazing, a respondent and/or charged party or any person involved in any aspect of a complaint or resolution of an allegation of hazing will be subject to discipline, up to and including termination (if an employee) or expulsion (if a student).



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- **Definition of Student Organization:** As defined with the Code, a student organization is an organization at the University (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 University, whether or not the organization is established or recognized by the University.