

Anti-Hazing Statement

Hazing 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 (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (e.g., a club, athletic team, fraternity, or sorority); and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the IHE or the organization, of physical or psychological injury, including:

- whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- 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.

The law of California makes it a criminal offense for anyone to participate in hazing. Concordia policy is based upon the

proposition that students are entitled to be treated with consideration and respect. Concordia regulations on hazing are synonymous with state law as stated below (Calif. Penal Code §245.6):

It shall be unlawful to engage in hazing, as defined in this section.

- a. "Hazing" means any method of initiation or pre-initiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events.
- b. A violation of this section that does not result in serious bodily injury is a misdemeanor, punishable by a fine of not less than one hundred dollars (\$100), nor more than five thousand dollars (\$5,000), or imprisonment in the county jail for not more than one year, or both.
- c. Any person who personally engages in hazing that results in death or serious bodily injury as defined in paragraph (4) of subdivision (f) of Section 243 of the Penal Code, is guilty of either a misdemeanor or a felony, and shall be punished by imprisonment in county jail not exceeding one year, or by imprisonment pursuant to subdivision (h) of Section 1170.
- d. The person against whom the hazing is directed may commence a civil action for injury or damages. The action may be brought against any participants in the hazing, or any organization to which the student is seeking membership, whose agents, directors, trustees, managers, or officers authorized, requested, commanded, participated in, or ratified the hazing.

f. Prosecution under this section shall not prohibit prosecution under any other provision of law.

Any student engaging in hazing will be subject to a disciplinary process.

How to report hazing

The University desires that all members of the Concordia community encourage one another to abide by the Community Standards, University policies, rules, or regulations, and hold one another accountable for their actions. At times, it is most appropriate and helpful to share concerning behaviors or violations with:

- **The Department of Campus Safety dispatch** at 949.214.3000 or the Director Of Campus Safety Raul Morales at 949.214.3007; raul.morales@cui.edu
- **Office of the Vice President of Student Affairs, Dean of Students, Title IV Coordinator Megan Bouslaugh** at ext. 949.214.3057; megan.bouslaugh@cui.edu.
- **Assessment and Care Committee online reporting** <https://www.cui.edu/studentlife/assessment-and-care-committee>

While we encourage the reporting of such behavior, students who knowingly make a false report of misconduct are in violation of university policy, and this violation will be addressed accordingly. For any campus emergency, call Campus Safety at 949.214.3000 and or 911 for the Irvine Police Department.

Student Conduct Process

When members of Student Affairs becomes aware that a University policy, rule, or regulation may have been violated, the student conduct process will be initiated, When appropriate

Student Affairs will coordinate with the Department of Campus Safety to ensure a reporting measures are completed.

Hazing Prevention

The university has implemented a comprehensive hazing prevention and awareness program designed to educate students, staff, and faculty about the dangers of hazing and promote positive group experiences. These programs may include:

- Hazing Education: Providing clear definitions of hazing and its consequences.
- Bystander Intervention Training: Empowering individuals to recognize hazing and intervene safely and effectively.
- Information on Reporting and Seeking Help: Ensuring everyone knows how to report hazing and access support services.
- Online Education Modules: Providing accessible and engaging online training on hazing prevention.
- Social Media Campaigns: Raising awareness about hazing prevention and campus resources.

Campus Hazing Transparency Report

In accordance with the Stop Campus Hazing Act, the university will publish a Campus Hazing Transparency Report on its public website, summarizing hazing violations and those found responsible for hazing. This report will include details about the name of the organization, the violations, findings, sanctions, and relevant dates.

This policy complies with all applicable local, state, tribal, and federal laws regarding hazing, including the Stop Campus Hazing Act.

This policy statement, along with the associated prevention and awareness programs, reflects the university's commitment to eradicating hazing and fostering a safe and healthy campus environment for all.