University Policy and Procedure Committee

Policy Title: Hazing Policy	
Initiating authority (name, title, contact information) Director, Student Affairs	Responsible authority (name, title contact information) Vice Provost of Academic Affairs (david_katz@rush.edu) Vice Provost of Student Affairs (Student_Affairs@rush.edu)
⊠New	Date submitted: 6/5/25
☐ Supersedes existing (give name & number)	Proposed effective date: 6/23/25

Purpose/Introduction/Background:

Rush University is committed to providing a safe campus environment for our students, faculty, and staff. Hazing is strictly prohibited under this policy in accordance with applicable federal, state, and local law. This policy applies to all students, student groups, and student organizations at Rush University. This policy covers conduct occurring off Rush premises, including the virtual environment and off-campus events.

Definitions:

- 1. **Hazing**¹: 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-
 - a. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
 - b. 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, but not limited to
 - i. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - ii. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity:
 - iii. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - iv. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - v. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - vi. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - vii. 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.

¹ Hazing activities and conduct may also violate Illinois Hazing Act which carries criminal penalties.

University Policy and Procedure Committee

Student Organization: An organization at an institution of higher education (such as a club, society, association, 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.

Policy Statement:

Reporting An Issue

Any suspected violation of this policy should be reported via the Student Complaint Portal, Rush's EthicsPoint Hotline, or one of the following contact numbers:

- Student Complaint Portal 833-625-3778
- RUSH Hotline 877-787-4009

Reports can be made anonymously. Reports of violations of this policy will be reviewed by the Office of Institutional Equity (OIE) in collaboration with the University as appropriate pursuant to OIE's internal review process.

Violations of this policy may result in disciplinary action, including but not limited to suspension, expulsion, removal from a student organization, and discipline up to and including termination of employment where applicable. Groups of students and student organizations, as well as their members and officers, may be held collectively and/or individually responsible for violations of this policy

Education and Prevention

Rush is committed to providing training and programs related to hazing awareness and prevention. These initiatives may provide information related to applicable hazing policies, how to report suspected hazing incidents, the process used to investigate such incidents, information on applicable local, State, and Tribal laws on hazing, primary prevention strategies intended to stop hazing before hazing occurs, information about ethical leadership, and the promotion of strategies for building group cohesion instead of hazing.

Prohibition Against Retaliation

Rush strictly prohibits retaliation against any individual for reporting suspected or known violations of this policy. Any individuals who experience such retaliation should immediately report the conduct using the reporting mechanisms outlined in this policy.

Procedures:

For use by the P & P Committee only:

Policy Number: UAC0043

Policy Category: Student and Academic

Suggested Title:

Date approved by P&P Committee: 6/17/25

Date of initial submission: 6/5/25

Effective date: 6/23/25 Date of Revision:

Sunset Date (2 yrs from date of adoption/revision):

6/23/27

Comments:

Name P & P Committee Chair: LaTonya Gunter