

# National University Anti-Hazing Policy

This Anti-Hazing Policy is published to ensure compliance with federal law (Stop Campus Hazing Act) and California law (AB 2193).

In the event of any inconsistency between this policy and the hazing provisions currently contained in the National University Student Code of Conduct or Catalog, this Anti-Hazing Policy will govern.

Because federal and California law establish different legal definitions and reporting requirements for hazing, this policy includes multiple definitions that apply in different contexts. All forms of hazing prohibited under either standard are prohibited by the University.

## **What this means for you:**

- Hazing is never allowed, whether individuals agree to it or not
- This includes physical harm, emotional pressure, or unsafe group activities
- You can report concerns safely, including anonymously
- The University will take action to protect students and hold organizations accountable

## **Examples of hazing may include, but are not limited to:**

- Forcing someone to consume substances (food, alcohol, drugs)
- Sleep deprivation or extreme physical exertion
- Activities that cause humiliation, fear, or exclusion
- Requiring participation in illegal or unsafe activities

## **If you are concerned about a friend or peer:**

- Encourage them to seek support
- Report the concern if you believe there is risk of harm
- You do not need proof to make a report

Finally, **the University prohibits retaliation** against any individual who reports hazing or participates in an investigation.

## PART I – FEDERAL ANTI-HAZING POLICY

### Stop Campus Hazing Act / Clery Compliance

#### 1. Purpose

National University (“the University”) is committed to maintaining a safe educational environment and strictly prohibits hazing. This Policy is adopted to comply with the federal **Stop Campus Hazing Act**, which amended the **Jeanne Clery Campus Safety Act**, and establishes institutional standards for hazing prevention, reporting, investigation, and transparency.

This Policy is intended for inclusion in the University Catalog and Annual Security Report (ASR).

#### 2. Scope and Applicability

This Policy applies to all students, employees, and recognized or established student organizations. It applies to conduct occurring on or off University property when associated with initiation into, affiliation with, or continued membership in a student organization, regardless of whether the conduct is criminal or occurs within Clery geography.

#### 3. Definition of Hazing (Federal Standard)

For federal reporting and disclosure purposes, **hazing** means any intentional, knowing, or reckless act committed by an individual or group against another person, regardless of willingness to participate, that:

1. Occurs in connection with initiation into, affiliation with, or maintenance of membership in a student organization; and
2. Causes or creates a risk, above the reasonable risk encountered in participation in the institution or organization, of physical or psychological injury.

This definition is adopted solely for federal compliance purposes and may differ from definitions used in other University policies or under state law.

#### 4. Prohibited Conduct

Hazing is strictly prohibited under all University policies and applicable law. Consent, voluntary participation, or lack of injury does not excuse or mitigate a violation.

#### 5. Reporting Hazing

Reports of suspected hazing can be made to any campus security officer (on campus), human resources (university employees), or to the Office of Community Standards by visiting [www.nu.edu/reportit](http://www.nu.edu/reportit). Reports may be made by any individual, including students, employees, or third parties.

If the reported hazing is based on a protected category, see [NU's Equal Opportunity, Harassment and Nondiscrimination Policy](#) for more information.

Reports will also be made available to the University's Clery and other compliance functions for mandated reporting needs.

## 6. Investigation and Resolution

Allegations are investigated under applicable student conduct or employee disciplinary procedures. A **finding of responsibility** is required before inclusion in federal transparency reporting.

## 7. Campus Hazing Transparency Report (CHTR)

The University maintains a publicly accessible **Campus Hazing Transparency Report** identifying student organizations found responsible for hazing, with a general description of the violation and required dates. The report is updated at least **twice annually**, includes only substantiated findings, and published by the [Center for Student Engagement and Activities](#).

## 8. Privacy

Personally identifiable information is protected in accordance with FERPA and applicable law. Student names are not disclosed in federal transparency reporting.

## 9. Prevention and Awareness

The University maintains hazing prevention and awareness programming addressing prohibited conduct, reporting options, consequences, and safe organizational practices.

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# PART II – CALIFORNIA ANTI-HAZING POLICY

## Stop Campus Hazing Act (AB 2193)

### 1. Purpose

This Policy implements California's **Stop Campus Hazing Act (AB 2193)**. It prohibits hazing, establishes institutional standards of care, and adopts measures intended to prevent hazing and mitigate institutional liability.

### 2. Scope

This Policy applies to students, employees acting in any affiliated capacity, and all student organizations affiliated with the University. It applies to on-campus, off-campus, and virtual activities connected to University programs or organizations.

### 3. Definition of Hazing (California Standard)

For California law purposes, **hazing** means any method of initiation or pre-initiation into an affiliated student organization or student body that the initiator knows or should know is likely to cause **serious bodily injury**. Customary athletic or University-sanctioned activities are excluded.

### 4. Prohibition

Hazing is strictly prohibited. Consent, voluntary participation, or absence of injury does not excuse a violation.

### 5. Institutional Duty of Care

The University will take reasonable steps to prevent hazing, respond promptly to reports, and enforce applicable policies.

### 6. Rebuttable Presumption Measures

To establish the statutory rebuttable presumption of reasonable care, the University maintains:

- Student conduct rules prohibiting hazing, anonymous reporting, and disciplinary consequences;
- Employee policies prohibiting hazing with disciplinary sanctions; and
- Prevention and outreach programming, including education for incoming students and ongoing awareness efforts.

### 7. Legislative Reporting

On or before **June 30 annually**, the University will report to appropriate California legislative committees the number of hazing incidents that violated University policy and whether each involved a student organization, disaggregated by campus where applicable, consistent with FERPA and privacy laws.

### 8. Relationship to Federal Law

This Policy operates independently from federal Clery and Stop Campus Hazing Act requirements. Data collected for federal purposes may inform, but does not control, California-mandated reporting.