

# Mount Mary University Campus Hazing Policy

## Stop Campus Hazing Act of 2024

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### 1. Purpose & Scope

This policy prohibits all hazing as defined by federal law—any intentional, knowing, or reckless action during initiation, affiliation with, or ongoing membership in an official or unofficial student organization club (society, athletic team, student government, sorority, etc.) that poses more than a normal risk of physical or psychological harm. It applies to any student or student organization activity on campus or off-campus where the organization is established or recognized by the institution.

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### 2. Definition of Hazing

Hazing includes, but is not limited to:

- Physical abuse (e.g., whipping, striking, harmful substances)
  - Sleep deprivation, exposure, confinement, extreme calisthenics
  - Forced consumption of food, alcohol, drugs
  - Coerced sexual actions
  - Threats, fear of harm, or illegal acts (committed against or forced to commit)
  - See Wisconsin State Statutes: [Wisconsin Legislature: 948.51](#)
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### 3. Reporting Procedures

- Students, faculty, staff, and third parties may report hazing anonymously or directly through:
  - Campus Security Authorities (Public Safety, Student Affairs, etc.)
  - Local law enforcement (Milwaukee Police Department via 911)
  - Online anonymous reporting system via campus email:

[mmu-stopcampushazing@mtmary.edu](mailto:mmu-stopcampushazing@mtmary.edu)

- All reports are documented and forwarded to the Department of Public Safety and the Community Standards & Title IX Coordinator for review.
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#### **4. Investigation Process**

- The conduct office initiates investigations within 5 business days of a report.
  - Investigations follow clearly defined steps:
    1. Notice of allegation to involved parties
    2. Fact gathering (interviews, documents)
    3. Opportunity to respond
    4. Adjudication with written findings
  - Sanctions are assigned per the student handbook; repeat or severe violations may result in suspension/expulsion.
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#### **5. Annual Security Reporting**

- Beginning January 1, 2025, the Director of Public Safety will collect and include statistics on all incidents reported to campus authorities or police in the Annual Security Report (ASR), covering Hazing in Clery-designated locations.
  - The first report, including 2025 statistics, will be published in the October 2026 ASR.
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#### **6. Hazing Transparency Report**

- Starting July 1, 2025, *findings* (not just reports) of hazing by recognized student organizations will be logged.
- A Hazing Transparency Report will be posted on the Mount Mary University website by December 23, 2025, and updated biannually as required.
- Each entry will include:
  - Organization name
  - Summary of violation
  - Key dates: incident, investigation start, finding, notification

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## 7. Prevention & Education

- The university will implement a mandatory, comprehensive, research-informed prevention program for all students, staff, and faculty. Student programming will be presented during New Student Orientation and via online Vector Solutions modules. Employee programming will be presented during annual university workshops and new employee orientations.
- The training will include, but is not limited to:
  - Hazing awareness
  - Bystander intervention training
  - Ethical leadership development
  - Strategies to build group cohesion without hazing

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## 8. Compliance & Review

- The Department of Public Safety and the Community Standards & Title IX Coordinator will coordinate compliance and oversee annual reviews.
- We will partner with national hotlines and state resources for reporting support.
- Non-compliance may result in loss of recognition, financial penalties, institutional reporting to federal oversight, or suspension from federal aid eligibility.

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## 10. Definitions & Legal References

- Hazing, student organization, Clery geography definitions align with **Stop Campus Hazing Act** ([clerycenter.org](http://clerycenter.org)).
- Policy complies with Higher Education Act, Clery Act (renamed Jeanne Clery Campus Safety Act), and relevant state/federal law.