

## University Administrative Policy

Policy Name: Anti Hazing Policy  
Responsible Office: Student Life  
Originator of the Policy: Trish Murphy  
Effective Date: July 2025  
Revision History: N/A  
Review Date: Every two years  
Web Link: <https://records.salemstate.edu/>

**Policy Name:** Anti Hazing Policy

**Policy Approvals/Endorsement/Notice Required:**

	<b>Name</b>	<b>Signature</b>	<b>Date</b>
Executive Director	Trish Murphy	<i>Trish Murphy</i>	Sep 9, 2025
Vice President			
PEC ( <i>Notice or review</i> )	Yes		
All University Committee ( <i>Notice or review</i> )	N/A		
President ( <i>Notice or review</i> )	John D. Keenan	<i>J. D. Keenan</i>	9/22/25
Board of Trustees (notice)	N/A		

### 1. Rationale

Salem State University is committed to fostering a safe, inclusive and respectful environment for all members of its community. Hazing contradicts the core values of the institution and poses serious threats to individual safety and well-being. This policy is intended to prevent hazing, encourage prompt reporting, ensure appropriate responses to incidents, and comply with all applicable Massachusetts and federal laws.

### 2. Statement of Policy

Salem State University strictly prohibits all forms of hazing. No student, employee, student organization, or third party may engage in hazing or retaliate against those who report or participate in investigations of hazing. This policy establishes procedures for reporting, investigating and resolving hazing allegations.

### 3. Scope

This policy shall apply to the entire university community: students, employees, student organizations, volunteers, contractors, vendors, third-party affiliates, visitors, and guests. It applies to conduct occurring both on and off the university campus, including virtual environments and off-campus locations.

### 4. Fiscal Considerations

	Direct Costs / Savings / Revenue Generation	Indirect Costs / Savings / Revenue Generation
Initial Implementation	Educational programming, training materials	None
Ongoing	Educational programming, training materials	None

### 5. Definitions

Hazing	Any activity, regardless of the person's willingness to participate, that humiliates, degrades, or endangers the mental or physical health of someone because that person is joining or continuing membership in a group, team, or student organization. This definition encompasses both the Massachusetts <sup>1</sup> and federal <sup>2</sup> definitions of hazing. Examples of hazing include, but are not limited to: sleep deprivation; social isolation; public degradation; intimidation; creation of artificial or excessive stress; public nudity; deception; deprivation of privileges; name calling; assignment of duties not assigned to other members; verbal abuse; threats or implied threats; sexual simulations; requiring situationally inappropriate attire; forced or coerced consumption of any food, liquor, beverage, drug, or other substance; forced or coerced sexual acts; forced or coerced calisthenics or other similar exercise; beating, paddling, branding, or other forms of assault; bondage; kidnapping; or expected participation in illegal activity.
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<sup>1</sup> M. G. L. c. 269, §§ 17-19

<sup>2</sup> Jeanne Clery Campus Safety Act, including the Stop Campus Hazing Act.

	<p>Acts that cause or are likely to cause physical injury or psychological harm, including:</p> <ul style="list-style-type: none"> <li>• Whipping, beating, striking, branding, or placing a harmful substance on the body;</li> <li>• Electric shocking, forced calisthenics, or exposure to the elements;</li> <li>• Forced or coerced consumption of food, alcohol, drugs, or other substances;</li> <li>• Sleep deprivation, extended isolation, or extreme confinement;</li> <li>• Coerced or forced sexual acts;</li> <li>• Activities that place another person in reasonable fear of bodily harm through threats, intimidation, or harassment;</li> <li>• Any conduct that constitutes a violation of local, state, tribal, or federal criminal law.</li> </ul> <p>Consent is not a defense to hazing, regardless of whether the person subjected to the activity appeared to agree to participate.</p>
Emotional/Mental Health Hazing	Includes but not limited to any forced consumption of food, alcohol, or drugs; forced exposure to the elements; forced calisthenics or other physical activities; deprivation of sleep; or any other activity subjects a person to pain, embarrassment, or physical injury.
Physical Health Hazing	Includes but not limited to any activity that subjects a person to humiliation, intimidation, ridicule, degradation, or psychological distress; forced servitude; or any activity that interferes with a person's academic performance or ability to participate in university life.
Student	Any person who is enrolled at the university, any person who has been promoted or accepted for enrollment at the university, any person who intends to enroll at or be promoted to the university within the next twelve calendar months, or any person who meets the definition of student for the purpose of the University Student Code of Conduct. A person who meets the definition of student under this policy shall continue to be defined as a student until the person is promoted, graduates, or transfers, or withdraws from the university.
Student Organization	An organization at an institution of higher education (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 institution of higher education, whether or not the organization is established or recognized by the institution.
Employee	Any full or part-time employee of the university, whether benefitted or not, including consultants, graduate assistants, students, contract employees and volunteers. Excludes vendors.

## 6. Responsibilities

Responsible Party	List of Responsibilities
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Dean of Students Office	<ol style="list-style-type: none"> <li>1. Will distribute a copy of M.G.L. c. 269 §§ 17–19 to each student and student organization at the start of the academic year.</li> <li>2. Manage student education and prevention programs.</li> <li>3. Ensure departments (including but not limited to Athletics, Student Involvement and Operations, Center for Justice and Liberation, and Civic Engagement) that oversee student organizations as defined above in section #5. Definitions, distributes a copy of M.G.L. c. 269 §§ 17–19 to all current members and applicants for membership. In addition, student organizations must annually affirm their understanding of and commitment by submitting written attestations to the Dean of Students Office.</li> <li>4. Review and adjudicate reports of hazing in accordance with the Salem State University Student Conduct Code.</li> <li>5. Will submit an annual report to the Massachusetts Board of Higher Education certifying the University's compliance with M.G.L. c. 269 §§ 17–19 and providing all information required by statute.</li> </ol>
University Police	<ol style="list-style-type: none"> <li>1. Shall immediately investigate all reports of hazing.</li> <li>2. Shall coordinate with relevant university offices, including but not limited to, the Dean of Students office, the Office of the Provost, Human Resources, and the Office of the General Counsel.</li> <li>3. If the hazing incident involves allegations based on protected characteristics and/or is sex or gender-related, the Title IX Coordinator must be notified. The Title IX Coordinator will determine whether to conduct a separate investigation in alignment with the university's Title IX, Sexual Misconduct and Non-Discrimination policies.</li> <li>4. Will follow established procedures and protocols in investigating hazing incidents in accordance with Massachusetts criminal law.</li> <li>5. Review and publish the Campus Transparency Report</li> <li>6. Will include reported hazing incident statistics in the Annual Security Report in accordance with the Jeanne Clery Campus Security Act.</li> </ol>
Human Resources	In coordination with the employee's supervisor, will review and address hazing allegations pursuant to the university Employee Handbook. If the allegation involves a faculty member, Human Resources will coordinate with the Office of the Provost.
Student	All students are responsible for participating in training and prevention, as well as understanding and adhering to this policy and for reporting any known hazing incidents.
Student Organizations	Student organizations as defined above in Section #5 Definitions, are responsible for educating their members about this policy and ensuring compliance. Leaders of such groups are expected to actively promote a safe and inclusive environment.
Employees	University faculty, staff, volunteers, and third parties, including contractors, who learn of a hazing incident through a student report, or any other means, are required to report it to University Police as soon as reasonably practicable.
Member, University Community	Massachusetts law requires that any person who knows that another person is the victim of hazing and is at the scene of the

	hazing shall, to the extent that such person can do so without danger or peril to themselves or others, report the hazing to an appropriate law enforcement official as soon as reasonably practicable. In the case of hazing in the Salem State University community, the appropriate law enforcement official is the University Police Department.
Title IX Coordinator	If the hazing incident involves allegations based on protected characteristics and/or is sex or gender-related, the Title IX Coordinator must be notified. The Title IX Coordinator will determine whether to conduct a separate investigation in alignment with the university's Title IX, Sexual Misconduct and Non-Discrimination policies.

## 7. Policy Enforcement

Violations by Students	Sanctions under the Student Conduct Code, up to suspension or expulsion. Fines and/or criminal prosecution under M.G.L. c 269.
Violations by Student Organizations	Sanctions under the Student Conduct Code, up to revocation or denial recognition, or suspension of social or intramural activities or events.
Violations by Employees	Disciplinary action, up to termination. Fines and/or criminal prosecution under M.G.L. c 269.
How to report	Any violation involving a crime, an emergency, or an imminent threat to health or safety of any person should be reported immediately by calling University Police at 978-542-6111 or 911
Failure to Report	Whoever knows that another person is the victim of hazing as defined in this policy and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to themselves or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. <sup>3</sup>

## 8. Reference Documents

Policy or Document	Web Address
118 <sup>th</sup> Congress H.R.5646 – Stop Campus Hazing Act	<a href="https://www.congress.gov/bills/118th-congress/house-bill/5646">https://www.congress.gov/bills/118th-congress/house-bill/5646</a>
M.G.L. c. 269 §§ 17–19	<a href="https://malegislature.gov/laws/generallaws/partiv/titlei/chapter269/section17">https://malegislature.gov/laws/generallaws/partiv/titlei/chapter269/section17</a>
The Jeanne Clery Act	<a href="https://www.clerycenter.org/the-clery-act">https://www.clerycenter.org/the-clery-act</a>
Salem State University Student Conduct Code	<a href="https://www.salemstate.edu/campus-life/student-services/community-standards">https://www.salemstate.edu/campus-life/student-services/community-standards</a>

<sup>3</sup> <https://malegislature.gov/Laws/GeneralLaws/PartIV/TitleI/Chapter269/section18>

Student Conduct Code Violation Online Report Form	<a href="https://cm.maxient.com/reportingform.php?SalemStateUniv&amp;layout_id=0">https://cm.maxient.com/reportingform.php?SalemStateUniv&amp;layout_id=0</a>
Clery Campus Security Authority Online Report Form	<a href="https://cm.maxient.com/reportingform.php?SalemStateUniv&amp;layout_id=31">https://cm.maxient.com/reportingform.php?SalemStateUniv&amp;layout_id=31</a>

### 9. Contact(s)

Subject	Office or Position	Telephone Number	Email
Education and Prevention Programs	Dean of Students	978-542-6401	<a href="mailto:studentlife@salemstate.edu">studentlife@salemstate.edu</a>
Jeanne Clery Act and Reporting	Chief of Police, Trish Murphy	978-542-6542	<a href="mailto:clery@salemstate.edu">clery@salemstate.edu</a>

10. **Effective Date:** Upon approval by the president.

11. **Dissemination:** Posted on the university web site.

12. **Review Cycle:** Initial review after 12 months; subsequent review every 2 years.