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Anti-Hazing Policy and Procedure

The purpose of this Anti-Hazing Policy ("Policy") is to prohibit hazing in all forms, ensure compliance with the Stop Campus Hazing Act (SCHA) Amendments to the Clery Act, and promote a safe and respectful campus environment. Hazing undermines the integrity of student life, endangers individuals, and is inconsistent with the mission, vision, and values of Saybrook University.

Questions about this Policy may be directed to:

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Scope and Applicability

This policy applies to students, faculty, staff, administrators, trustees, recognized student organizations, student interest groups, established groups, and third parties on or off-campus (including online), including visitors, alumni, guests, and the agents, representatives, and employees of suppliers and vendors of the Saybrook University Community. Any employees alleged to be engaged in a hazing process against students will be referred to the appropriate institutional policies and procedures.

Saybrook's prohibition on hazing extends to all aspects of its educational programs and activities, including, but not limited to, admissions, employment, academics, and student services.

This policy was written to follow the requirements of all applicable federal and state laws. If this policy is inconsistent with those laws, or the laws change before it has been updated, state and federal law supersede this policy.

If any provision of this policy is found to be invalid, illegal, unconstitutional, or unenforceable, that finding shall not affect or undermine the validity of any other provision.

Responsible Authority

Student Affairs oversees implementation, response coordination, and educational outreach.

Obligations in this policy assigned to a particular title may be designated as appropriate by Saybrook, including to external professionals.

What is Prohibited by This Policy

Hazing: any intentional, knowing, or reckless act, activity, or method committed by a person (whether individually or in concert with other persons) whether through active or passive participation against another person or persons, including current, former, or prospective students regardless of the willingness of such other person or persons to participate or their actual or apparent consent that is committed in the course of a pre-initiation, an initiation into, an affiliation with, or the maintenance of membership in an official or unofficial student organization or club that causes or creates a risk of physical or psychological injury, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization.

Hazing includes, but is not limited to, the following:

- Behaviors that emphasize a power imbalance between new members and veterans of the group or team that involve ridicule, embarrassment and humiliation.
- Behaviors that cause emotional anguish or physical discomfort that puts unnecessary stress upon the victims (e.g., verbal abuse, threats, sleep deprivation, confinement in spaces, exposure to elements, etc.).

- Behaviors that have the potential to cause physical and/or emotional harm (e.g., beating, branding, excessive exercise, forced alcohol/food/drug consumption, extreme physical acts, sexual acts, etc.)
- Behaviors that require someone to perform a task that violates any criminal law.

Retaliation: Any materially adverse action taken against an individual because they were involved in the disclosure, reporting, investigation, or resolution of a report of discrimination, harassment, or retaliation. Retaliation includes:

- Threats
- Intimidation
- Harassment
- Coercion
- Discrimination
- Violence

Or any other conduct against any person by Saybrook, a student, an employee, or other person authorized by Saybrook to provide aid, benefit, or services under Saybrook's education program or activity, for the purpose of interfering with any right or privilege secured by the Anti-Hazing Policy or by law.

Definition of Terms

1. *Charge*: An alleged policy violation. A charge does not assume a student or organization is responsible for policy violations and responsibility will not be determined until the conduct hearings are finished.
2. *Complainant*: an individual (or group of individuals) who is/are alleged to have been subjected to conduct that could constitute a Saybrook policy violation.
3. *Days*: Business days when Saybrook is in normal operation.
4. *Supportive Measures*: Supportive measures are temporary administrative directives that are intended to ensure the safety of the University and prevent a situation from escalating while the allegations are being investigated. When the alleged actions of a student, student group, or student organization threaten the good order or safety of Saybrook, supportive measures may be put into place.
5. *Party/parties*: Referring to the complainant, the respondent, or both/the complainant and the respondent.
6. *Report*: information provided about possible misconduct and/or violations of Saybrook policy.
7. *Respondent*: an individual (or group of individuals) who has/have been reported to be the perpetrator of conduct that constitutes a Saybrook policy violation.

8. *Outcome*: a formal sanction imposed on the Respondent in response to policy violation(s).
9. *Student Organization*: an organization at Saybrook (such as a recognized student organization, student interest group, society, or association) in which two or more of the members are students enrolled at Saybrook, whether or not the organization is established or recognized by Saybrook.
 - a. Established: a group created by Saybrook, which is in existence but does not have to register as a student organization (including but not limited to learning communities and academic or administrative units).
 - b. Recognized Student Organizations: an organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have registered with Saybrook as a student organization (such as clubs).
 - c. Student Interest Groups: a club or organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have not registered, have not had their registration approved, or have had their registration or recognition removed.
 - d. Unrecognized: a club or organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have had their recognition removed.
10. *Review Panel Hearing*: a Student Code of Conduct meeting facilitated by the Vice Provost of Student Life and Dean of Students or their designee(s) to evaluate responsibility for policy violations.

Reporting

Any person may disclose hazing to Saybrook in the following ways:

- a. Telephone: 626.316.5342
- b. Email: studentaffairs@saybrook.edu
- c. Online: [Student Complaint of Hazing Intake Form](#)
- d. Any other means that results in Student Affairs receiving the person's verbal or written disclosure

The reporting person does not need to be the harmed person and/or a Complainant.

All disclosures will be reviewed by Saybrook to identify if the conduct falls within this policy or other related policies.

An individual may pursue a Saybrook response procedure independently of any off-campus processes, such as reporting to law enforcement or pursuing other non-campus-based civil reporting options. Saybrook reserves the right to initiate this process even if law enforcement has declined to do so.

Confidential Reporting Options

Note: Mental health professionals may be required to disclose information where there is an imminent threat of a person harming themselves or others.

- TimelyCare: Saybrook University students have FREE, 24/7 access to virtual care services with TimelyCare — the virtual health and well-being platform from TimelyCare, designed for college students. <https://app.timelycare.com/auth/login>
- Student Solutions: Student Solutions is a free, confidential, around-the-clock counseling service available to all Saybrook students. 855.460.6668 www.guidanceresources.com Web identifier: Saybrook
- Employee Assistance Program (EAP): Saybrook employees may receive counseling services through the EAP, which is available 24 hours per day, 7 days per week. 800.272.7255 www.guidanceresources.com Web identifier: COM589

Anonymous Reporting

Saybrook is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, Saybrook's ability to obtain additional information may be compromised, and the ability to investigate anonymous reports may be limited.

Privacy

The University will not disclose the identity of any individual involved in a disclosure, report, or resolution process under this policy, consistent with and except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

False Reports

Saybrook will not tolerate intentional false reporting of incidents. It is a violation of Saybrook policies to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws. A person will be referred to the appropriate campus process if found to have intentionally made a false report or knowingly submitted falsified materials. Students will be referred to Student Affairs, and employees to Human Resources.

Supportive Measures and Activity Restrictions

If the Vice Provost of Student Life and Dean of Students, or designee, determines that the operations of the Organization and/or the presence of the Respondents creates a clear and substantial risk to persons or property at Saybrook, they may issue an interim suspension or activity restriction at any point of the process from when a complaint is filed to when the case is resolved.

The Vice Provost of Student Life and Dean of Students, or designee, may also restrict or modify the activities (i.e.: access to buildings, participation in activities) of the Respondent at any point from when a report is received to when the matter is resolved. Activity restrictions also may be kept in place after an outcome is determined.

Interim suspensions and activity restrictions are operative immediately upon receipt of the notice by the Respondent.

A Complainant always has the right to seek a restraining order or similar no-contact or protective order from the police. Contact local law enforcement in your area for assistance in obtaining protective orders from the police. Saybrook will enforce all protective and restraining orders regardless of who issues them. Enforcement of these orders will begin upon notification and receipt of documentation of their existence. Should either party wish to cooperate with local law enforcement in a criminal investigation, they may do so under the guidance of the appropriate legal authority(ies) without fear of penalty by Saybrook for violating the no-contact directive issued by Saybrook.

Student Organizations with a Parallel Process

Saybrook recognizes that some organizations have parallel accountability processes within their organization. Student organizations that become aware of a behavior that may also

require Saybrook responses must act in collaboration with the university to address the behavior.

Student organizations may not investigate complaints without support and guidance from their sponsoring “headquarters” and Saybrook staff when an incident requires investigations to be conducted by staff that are trained to manage complaints of a sensitive nature (e.g.: Discrimination, Academic misconduct, Behavior grounded in mental health issues, Illegal drug use, minor violations of the law).

Student organizations can/should address minor incidents within chapter processes (e.g.: Not meeting membership obligations (meetings, dues/fees, participation, attitude, grades, etc.), conflicts between members, irresponsible or unbecoming behavior, integrity issues, etc.).

Organizations may not impede Saybrook investigations, including by withholding information.

Incidents That May Violate Additional Policies

In certain cases, conduct by an individual or group Respondent may violate other policies. In those cases, Student Affairs will select which office or individual has primary responsibility over a matter and how that individual will engage with other responsible offices. Examples include a hazing incident that also includes sexual and interpersonal violence or harassment, which may involve Title IX, Student Handbook policies, and violations of the other policies in the Academic Catalog. Matters may be consolidated and investigated/adjudicated together at the discretion of the University.

Procedures

Investigation and Adjudication

An investigation process related to the reported hazing between students will be completed by Student Affairs in accordance with the Student Code of Conduct procedures. If the allegation is against an employee, the investigation process related to the reported hazing will be conducted by Human Resources in accordance with the Employee Handbook procedures.

Sanctions and Other Consequences

Hazing is a serious offense and, therefore, is subject to the full range of sanctions (reprimand, disciplinary probation, suspension, and expulsion). In addition, other educational activities (i.e., community service, participating in an anti-hazing workshop, etc.) or opportunities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents, academic processes, group in which the student is involved, or their governing bodies. Saybrook has the right to act regardless of the actions of a governing body.

Sanctions for Students

When a student is found to have violated this policy, potential sanctions pursuant to the Student Code of Conduct include, but are not limited to, the following:

- a. Verbal or written warning that future misconduct may result in further or more severe disciplinary action.
- b. Disciplinary Probation: the student may remain at Saybrook on the condition of demonstrated behavior that is acceptable to Saybrook within a specified period.
- c. Educational: a student is required to complete an educational activity, such as attending a workshop, completing an online training module, writing a reflection paper, completing courses elsewhere, etc.
- d. Permanent No-Contact Directive: in certain situations, the Review Panel may impose a permanent no-contact directive for the duration of a responding party's enrollment at Saybrook.
- e. Suspension: loss of student status for a specified time with resultant loss of all student rights and privileges including all Saybrook events and activities. A suspended student will lose credit for courses carried that semester and fees and tuition will be forfeited according to the standard withdrawal policy. The disciplinary action will be recorded on the transcript and a hold will be placed on the student's record preventing registration for an upcoming term. Upon notice of suspension, all Saybrook log in credentials (including but not limited to Saybrook student email, Canvas, Student Gateway, library services, Zoom) will be disabled immediately. A student may be dismissed during such a suspension if the conditions of the suspension are violated.
- f. Dismissal: Permanent termination of student status. Notification of dismissal will appear on the transcript and the student will be barred from all Saybrook properties, including, but not limited to the University Learning Experience/Residential Learning Experience site(s) immediately. Upon dismissal, all Saybrook log in credentials will be disabled immediately, as outlined above.

Notice will be provided to the student if a sanction becomes part of their academic transcript (and will be noted in the student's final outcome/determination letter).

Sanctions for Student Organizations

When a student organization is found to have violated this policy, potential sanctions pursuant to the Student Code of Conduct and Student Organization Handbook include, but are not limited to the following:

- a. Verbal or written warning that future misconduct may result in further or more severe disciplinary action.
- b. Disciplinary Probation: the organization and/or its students and members may remain at Saybrook on the condition of demonstrated behavior that is acceptable to Saybrook within a specified period.
- c. Educational: a student is required to complete an educational activity, such as attending a workshop, completing an online training module, writing a reflection paper, completing courses elsewhere, etc.
- d. Permanent No-Contact Directive: in certain situations, the Review Panel may impose a permanent no-contact directive for the duration of a responding party's enrollment at Saybrook.
- e. Suspension: loss of organizational or student status for a specified time with resultant loss of all organizational and/or student rights and privileges including all Saybrook events and activities. A suspended student will lose credit for courses carried that semester and fees and tuition will be forfeited according to the standard withdrawal policy. The disciplinary action will be recorded on the transcript and a hold will be placed on the student's record preventing registration for an upcoming term. Upon notice of suspension, all Saybrook log in credentials (including yet not limited to Saybrook student email, Canvas, Student Gateway, library services, Zoom) will be disabled immediately. A student may be dismissed during such a suspension if the conditions of the suspension are violated. An organization suspended will likewise forfeit fees paid, if any, as well as relevant access to the institution and its students and employees.
- f. Dismissal: Permanent termination of student status and/or organizational status. Notification of dismissal will appear on the transcript and the student will be barred from all Saybrook properties, including, but not limited to the University Learning Experience/Residential Learning Experience site(s) immediately. Upon dismissal, all Saybrook log in credentials will be disabled immediately, as outlined above.
- g. Revocation of privilege(s) such as hosting social events, recruitment, new member activities, etc.

Sanctions for Employees

When an employee is found to have violated this policy, corrective actions may be taken pursuant to the Anti-Bullying and Anti-Violence policies in the Employee Handbook.

Consequences for Alumni, Consultants, and Other Volunteers

When alumni, consultants, or volunteers violate this policy, Saybrook reserves the right to take appropriate action to address the individual's conduct and that of the organization or group. This can include restricting or removing access to the University.

Law Enforcement and/or Governing Bodies

Violations of this policy may be referred to the appropriate law enforcement or University services, as well as to regional, national, and/or international affiliated offices of student organizations, for additional action and/or prosecution. The University has the right to act

regardless of the actions of a governing body or law enforcement. Decisions around culpability and any outcomes or sanctions from law enforcement or governing bodies are independent of any decisions made by Saybrook under this policy.

Appeals

Parties have the right to appeal. The appeal is not meant to re-hear or reargue the same case and is limited to the standards below. Written appeals must meet one or all of the following standards:

- Substantial and prejudicial failure to follow procedures;
- The imposed sanction is disproportionate to the violation;
- New evidence or arguments that were not available at the time of the Review Panel proceedings.

Parties may not appeal under the following circumstances:

- Non-attendance at meetings;
- Dissatisfaction with a decision and/or outcome.

Appeals must be submitted in writing to the Provost and Vice President of Academic Affairs. The written appeal must state the specific grounds for the appeal and be received within ten (10) days from the date of being notified of the outcome.

Late appeals will not be considered. The Provost and Vice President of Academic Affairs or designee may leave the original sanction intact or reduce the original sanction. If the Provost and Vice President of Academic Affairs determines that there was a substantial and prejudicial failure to follow procedure or there is new evidence or arguments that were not available at the time of the Review Panel proceedings, the Provost and Vice President of Academic Affairs should send the matter back to the Vice Provost of Student Life and Dean of Students or Review Panel for further review. The decision of the Provost and Vice President of Academic Affairs or designee is final. Notice of the outcome of appeals will be sent to the responding party within seven (7) business days of receipt of the written letter of appeal.

Graduation, study abroad, internships, etc. do not in and of themselves constitute exigent circumstances such that a party may not be able to participate in those activities during their appeal. In cases where the appeal results in reinstatement to Saybrook or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Failure to Comply with Outcomes

Individuals who fail to comply and/or complete the assigned outcomes may be charged, and an additional Review Panel Hearing will be held. A hold may be placed on the party's record until the incomplete sanction and/or failure to comply case is resolved.

In circumstances where a student organization fails to comply with outcomes, the organization may be charged, and an additional Review Panel Hearing will be held. A hold may be placed on the organizational record until the incomplete sanction and/or failure to comply case is resolved. The hold may impact the ability to participate in University-recognized events.

Federal and State Hazing Definitions

Federal Definition of Hazing

The term 'hazing', for purposes of reporting statistics on hazing incidents is defined as 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; and
2. 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—
 - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - f. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - g. 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.

California State Hazing Law

CA Penal Law CHAPTER 9. Assault and Battery [240 - 248]

245.6.

- (a) It shall be unlawful to engage in hazing, as defined in this section.
- (b) "Hazing" means any method of initiation or preinitiation 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.

CA Penal Law CHAPTER 9. Assault and Battery [240 - 248]

(c) 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.

(d) 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.

(e) 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.

Section 1.

Section 32051 is added to the Education Code, to read:

(a) For purposes of this section, the following definitions apply:

(1) “Hazing” means a method of initiation or preinitiation into a student organization or student body that is likely to cause serious bodily injury to a former, current, or prospective pupil of a school. “Hazing” does not include customary athletic events or school-sanctioned events.

(2) “School” means a public or private school in the state maintaining kindergarten or any of grades 1 to 12, inclusive.

(b) On or before July 1, 2025, the department shall make available on the department’s internet website both of the following:

(1) A model antihazing policy for local educational agencies.

(2) Resources on hazing prevention for professional development purposes and for increasing awareness among pupils, school staff, and community members of the dangers of hazing.

(c) Schools are encouraged to use the resources made available by the department pursuant to paragraph (2) of subdivision (b) for professional development purposes and for increasing awareness among pupils, school staff, and community members of the dangers of hazing.

SEC. 2. Chapter 5.1 (commencing with Section 66305) is added to Part 40 of Division 5 of Title 3 of the Education Code, to read:

Chapter 5.1. Stop Campus Hazing Act

This chapter shall be known, and may be cited, as the Stop Campus Hazing Act.

Unless the context otherwise requires, for purposes of this chapter, the following definitions shall apply:

(a) “Affiliated” means currently recognized or sanctioned by the educational institution through its official student organization application process. For purposes of this chapter, an organization that had previously been recognized or sanctioned by the educational institution but has subsequently had that recognition or sanction withdrawn or revoked by the educational institution shall not be considered affiliated.

(b) “Educational institution” means a public or private institution of higher education in the state. The term includes the officers, employees, or governing bodies of the institution, when acting in their official capacity.

(c) “Hazing” means any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known 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.

No person shall be subjected to hazing in any program or activity conducted by any educational institution that receives, or benefits from, state financial assistance or enrolls students who receive state student financial aid.

(a) Beginning January 1, 2026, a former, current, or prospective student, against whom hazing is directed and who has suffered injury as a result, may commence a civil action for damages. In addition to bringing an action against any participants in the hazing or the organization pursuant to subdivision (e) of Section 245.6 of the Penal Code, an action may be brought against any educational institution for the hazing practice of the organization involving one or more students if all of the following apply:

(1) The educational institution had direct involvement in the hazing practice of the organization, or knew or should have known of the hazing practice and failed to take reasonable steps to prevent the hazing practice of the organization.

(2) At the time of the alleged hazing incident, the organization involved in the hazing is affiliated with the educational institution.

(3) The alleged hazing incident occurred on or after January 1, 2026.

(b) For purposes of paragraph (1) of subdivision (a), there shall be a rebuttable presumption that an educational institution took reasonable steps to prevent the hazing practice of the organization if the educational institution has all of the following:

(1) (A) Rules and regulations governing student behavior that include a prohibition on hazing, anonymous reporting of hazing incidents, and disciplinary actions for the violation of the hazing prohibition.

(B) Procedures by which all students are informed of the rules and regulations, with applicable penalties, and any revisions to the rules and regulations.

(2) (A) Rules and regulations governing employee behavior that include a prohibition on hazing and disciplinary actions for the violation of the hazing prohibition.

(B) Procedures by which all employees are informed of the rules and regulations, with applicable penalties, and any revisions to the rules and regulations.

(3) (A) A comprehensive prevention and outreach program addressing hazing. The comprehensive prevention program shall include components on identifying hazing, hazing prevention, and bystander intervention strategies. An outreach program shall be provided to inform students of the educational institution's policy on the prohibition of hazing, and, at a minimum, include a process for contacting and informing the student body, athletic programs, and affiliated student organizations about the educational institution's overall prohibition on hazing policy. For purposes of this paragraph, "comprehensive prevention and outreach program" includes, but is not limited to, providing information to students about all of the following:

(i) Hazing awareness, prevention, and the educational institution's policy on the prohibition of hazing.

(ii) Campus policies and resources relating to hazing, including how to report hazing to the appropriate campus personnel, which includes anonymous reporting.

(iii) A focus on prevention and bystander intervention training as it relates to hazing.

(B) The comprehensive prevention and outreach program to address hazing shall be part of every incoming student's orientation and shall be offered annually to the following campus affiliated organizations:

(i) Athletic teams.

(ii) Affiliated sororities and fraternities.

(c) Notwithstanding the provisions of this section, nothing in this section affects existing rights, obligations, and remedies under Section 245.6 of the Penal Code.

(d) The duties and obligations imposed by this chapter are cumulative with any other duties or obligations imposed under other law and shall not be construed to relieve any party from any duties or obligations imposed under other law, and do not limit any rights or remedies under existing law.

(a) On or before June 30, 2026, and on or before June 30 of each year thereafter, the Trustees of the California State University, the Regents of the University of California, and each independent institution of higher education that is a “qualifying institution,” as defined in subdivision (l) of Section 69432.7, shall report to the appropriate policy committees of the Legislature the number of hazing incidents that constituted a violation of the institution of higher education’s policy prohibiting hazing and whether the violation was affiliated with a student organization. The report shall be disaggregated by campus.

(b) Notwithstanding any other requirement of this section, a report required pursuant to this section shall comply with all applicable state and federal privacy laws, including, but not limited to, the federal Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g).

(c) As used in this section, the following definitions apply:

(1) “Hazing” means any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known 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. “Hazing” does not include customary athletic events or school-sanctioned events.

(2) “Student organization” means either of the following:

(A) A conference-based competitive program at the institution of higher education.

(B) A sorority or fraternity that has officially met the formal chartering and recognition requirements at the institution of higher education where it operates and remains in good standing at the time of the alleged hazing incident.

Federal/State Reporting Requirements

Campus Hazing Transparency Reports

Beginning July 1, 2025, Saybrook will publish Campus Hazing Transparency Reports (CHTR) in a prominent location on the public website information with respect to hazing incidents

where there has been a finding of responsibility against registered or established groups/organizations. This report will be updated at least twice per year if there are additional findings of responsibility to document. The CHTR will be publicly available on the Saybrook [Student Campus Safety webpage](#).

It will include, at a minimum:

- the period from when the Report was last published and ending on the date it is being republished;
- each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including;
- Name of the organization;
- Dates of incidents
- Information and description of the violation

The CHTR may include any additional information determined by Saybrook as necessary or reported as required by State law. The CHTR will not include Personally Identifiable Information in the report.

Clery Act and Annual Security Report

The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that Saybrook report the number of incidents of certain crimes that occur within particular geographic locations (Clery geography). Beginning with the 2026 Annual Security Report, Saybrook must also include hazing incidents reported to have occurred within Clery geography. The first calendar year that will include hazing statistics is 2025. The Clery Act also requires Saybrook to issue a warning to the community in certain circumstances.

In the statistical disclosures and warnings to the community, Saybrook will ensure that a Complainant's name and other identifying information is not disclosed.

Student Affairs will include information, when appropriate, in its process for determining disclosure of crime statistics or campus notifications.

Training And Prevention

In alignment with the prevention and awareness program requirements of the Stop Campus Hazing Act, Saybrook maintains a commitment to not only address incidents of hazing that occur, but also to educate our campus community about hazing and healthy alternatives to prevent this type of harm.

The University has created training that is designed to reach students, faculty, and staff.

Training is provided by Student Affairs. To learn more or schedule a training, please contact studentaffairs@saybrook.edu or visit the Anti-Hazing webpage.

Saybrook will provide ongoing education campaigns, including workshops, and social media campaigns throughout the academic year to reinforce anti-hazing policies and encourage a culture of safety.

Campus Resource

Student Affairs: studentaffairs@saybrook.edu

Maintenance of Files and Records

The files of individuals (or any student organization) found responsible for violation of the Saybrook's Anti-Hazing Policy will normally be retained as a conduct record by Student Affairs. Records maintained to comply with the Clery Act (including the Stop Campus Hazing Act) will be retained for the time period consistent with Clery Act records.

This policy shall be reviewed annually by Student Affairs to ensure compliance with applicable federal and state laws and University standards.