

## **UNC Charlotte**

### **University Policy 405, Hazing**

#### **Executive Summary**

It is the responsibility of all Students, staff, faculty and members of the University community to ensure an atmosphere of learning, social responsibility, and respect for human dignity. This is achieved by providing positive influences and constructive development for current and aspiring members or participants of any group or organization at UNC Charlotte. Hazing is counterproductive to the positive learning environment the University seeks to create.

#### **1. Policy**

Any Student, Student Group, or Student Organization, as those terms are defined in [University Policy 406, The Code of Student Responsibility](#) is prohibited from Hazing. Hazing is a violation of North Carolina state law, this Policy, and [the Code of Student Responsibility](#). According to North Carolina law ([NCGS § 14-35](#)):

“It is unlawful for any student in attendance at any university, college or school in this State to engage in hazing, or to aid or abet any other student in the commission of this offense. For the purposes of this section Hazing is defined as follows: ‘to subject another student to physical injury as part of an initiation, or as a prerequisite to membership, into any organized school group including any society, athletic team, fraternity or sorority, or other similar group.’ Any violation of this section shall constitute a Class 2 misdemeanor.”

Hazing at UNC Charlotte is further defined as any activity, intentional or unintentional, by a Student, Student Group, or Student Organization, related to membership in a Student Group or Organization, that endangers the mental, physical, or emotional health of a person, regardless of whether such person has consented to participation in the activity. Any actions that demean, disgrace or embarrass a person may also be considered Hazing. Hazing can occur either on or off campus. While Hazing is typically associated with membership selection and initiation into a group or organization, it is possible for Hazing to occur before, during, after or separate from membership selection and initiation, and regardless of status or position in the Student Group or Student Organization.

Students, Student Groups, and Student Organizations found to be in violation of this Policy may face sanctions set forth in Chapter 10 of the Code of Student Responsibility, as well as possible criminal prosecution. Silent participation or acquiescence in the presence of Hazing are not neutral acts; they are violations of this Policy and [University Policy 406, The Code of Student Responsibility](#).

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Hazing may be divided into three categories: subtle, harassment, and violence:

- **Subtle** hazing includes, but is not limited to, behaviors that emphasize a power imbalance between new members/rookies and other members of the group. Termed “subtle hazing” because these types of hazing are often taken-for-granted or accepted as “harmless” or meaningless. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place new members/rookies on the receiving end of ridicule, embarrassment, and/or humiliation tactics. New members/rookies often feel the need to endure subtle Hazing to feel like part of the group or team. (Some types of subtle hazing may also be considered harassment hazing).
- **Harassment** hazing includes, but is not limited to, behaviors that cause emotional anguish or physical discomfort in order to feel like part of the group. Harassment hazing confuses, frustrates, and causes undue stress for new members/rookies. (Some types of harassment hazing can also be considered violence hazing).
- **Violence** hazing includes, but is not limited to, behaviors that have the potential to cause physical and/or emotional, or psychological harm.

Additional examples of Hazing can be found on the [Office of Student Conduct Hazing website](#). (See also [StopHazing.org](#)).

### 2. Reporting Acts of Hazing

Any person in the University community, including faculty, staff, or Student, who observes or becomes aware of any form of Hazing, should immediately report the matter to the Dean of Students Office or Police and Public Safety. Reports may be submitted online at [incidentreport.uncc.edu](http://incidentreport.uncc.edu) or through the Police and Public Safety anonymous reporting website at <http://police.uncc.edu/community/confidential-crime-reporting/confidential-crime-reporting>. Those offices are responsible for taking appropriate action to respond to such a report. More information regarding how to report an incident and additional information on the University conduct process can be found on the [Office of Student Conduct website](#).

### 3. Hazing Conduct Process

Hazing constitutes a violation of [University Policy 406, The Code of Student Responsibility](#). Any Student, Student Group, or Student Organization suspected of Hazing is subject to Conduct Procedures under the Code of Student Responsibility.

### 4. Contact

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Members of the University community should direct any questions regarding this Policy to the Dean of Students Office at 704.687.0336 or [studentconduct@uncc.edu](mailto:studentconduct@uncc.edu).

**Revision History:**

- Initially approved January 19, 1987
- Revised September 13, 1999
- Revised effective May 19, 2014

**Authority:** Chancellor

**Responsible Office:** Student Affairs

**Related Resources:**

- [Office of Student Conduct Hazing website](#)
- [Office of Student Conduct website](#)
- [University Policy 406, The Code of Student Responsibility](#)
- [Incident Reporting Information](#)
- [Incident Report Form](#)
- [PPS Anonymous Report Form](#)
- [StopHazing.org](#)
- [University Policy 402, Student Records](#)