

Stop Campus Hazing Act



Student Organization Definition

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.

Anti-Hazing Policy Statement

A. Authority and Oversight

Students, student organizations, athletic teams and other student groups of the University of Wisconsin-Whitewater community are strictly prohibited from engaging in any type of hazing activity under **Wisconsin Stat. § 948.51** and **Chapter UWS 17**. The Dean of Students Office (in collaboration with Student Activities and Involvement) has the authority to investigate, determine whether violations have occurred, and if so, determine appropriate sanctions related to this policy.

Student organizations and their individual representatives (officers and members [student, employee, or non-student]) are expected to comply with the rules, policies, and procedures of the University of Wisconsin-Whitewater, as well as with federal, state, and local laws/ordinances. This includes rules, policies, or laws relating to off-campus conduct, and facilities or locations where the organization may be located or participate in activities.

Students and employees should be advised that the conduct processes outlined in section 5.C are separate from criminal and civil court processes. While a student or employee may have a criminal or civil matter that is concurrent with a conduct investigation, those processes (university and criminal/civil) are not dependent on each other. Procedures and rights in the conduct processes do not include the same standard of proof or due process. Students and employees are entitled to due process, including the right to be informed of charges, the right to be heard, and the right to appeal decisions.

When the university becomes aware of potential hazing incidents involving non-students (alumni, guests, or third parties), it may refer the matter to appropriate law enforcement, civil authorities, or affiliated national organizations and may take steps to limit the non-student's access to university programs, services, or property where appropriate.

Hazing Definition

- The UW-Whitewater [Anti-Hazing policy](#) defines hazing 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:
 - is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
 - 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:
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - 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.

WI State Statute 948.51 (State Law)

In this section “forced activity” means any activity which is a condition of initiation or admission into or affiliation with an organization, regardless of a student’s willingness to participate in the activity.

No person may intentionally or recklessly engage in acts which endanger the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school, college or university. Under those circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced confinement or any other forced activity which endangers the physical health or safety of the student.

Whoever violates sub. (2) is guilty of:

A Class A misdemeanor if the act results in or is likely to result in bodily harm to another.

A Class H felony if the act results in great bodily harm to another.

A Class G felony if the act results in the death of another.

How to Report Hazing

Anyone (student, staff, faculty, friend, parent/caregiver, community member) may report concerns about hazing by a student organization (or their members). Concerns can be reported in several different ways:

1. By completing the online [reporting form](#).
2. By reporting to the campus police department by calling the non-emergency police line at (262)-472-4660 or by calling 911.
3. By calling the UWSA Integrity Hotline at 855-827-4950 or by filing an anonymous report through [Ethicspoint](#).

While there is no time limit on reporting alleged violations of hazing, the longer someone waits to report an allegation, the more challenging it becomes for investigating officers to obtain information and witness statements to make determinations regarding alleged violations.

Basic Investigative Steps

1. A report of hazing is received and a pre-liminary review is conducted
2. If the Dean of Students Office decides to begin a formal investigation, they will send a notice of allegations (charge letter) to the student organization (President or other identified leadership) that a complaint has been filed and provide a summary of the allegations contained in the complaint.
3. If there is ***insufficient*** evidence or the evidence gathered does not meet the relevant evidentiary standard (preponderance of evidence, clear and convincing evidence), the Dean of Students Office will notify the student organization and Student Activities and Involvement Leadership that no further action will be taken and the case will be considered closed.

Investigative Steps Continued

4. If there is **sufficient** evidence that university policy was violated and that one or more disciplinary sanctions should be recommended, then the Dean of Students Office will:

Prepare a written report which shall contain the following:

- A description of the alleged misconduct;
- A description of all information available to the university regarding the alleged misconduct;
- Specification of the sanction sought;
- Notice of the student organizations right to appeal;
- A copy of this policy and of the institutional procedures adopted to implement this section.

Investigative Steps Continued

A written letter summarizing the findings(s) and disciplinary action(s) will be sent to the following:

- Student Organization Leadership
- Campus Advisor
- Relevant inter/national offices

Appeal Process

- Student organizations have 10 calendar days to submit an appeal to the Vice Chancellor for Student Affairs of their designee.

Appeals must be submitted on one of the following criteria.

1. The evidence does not support the finding or disciplinary action(s) issued;
2. New evidence or information has been received that was not available and of which a reasonable person would not have been able to obtain during the investigation, that is relevant and material to the issue at hand;
3. The procedures outlined in this document were not followed.

Links and Resources



Website:

<https://www.uww.edu/studentaffairs/hazing-prevention>.



Policy: <https://www.uww.edu/policies/anti-hazing-policy>.