

ANTI-HAZING, PLEDGING AND RELATED BEHAVIORS POLICY

As a College in the Catholic tradition, King's encourages students to form bonds of loyalty and commitment with all members of the campus community. Special attention is given to encouraging social and service commitment to those with whom one lives. Avenues for service to the College and local communities, as well as for social interaction, are provided through many College-recognized organizations and events. With this in mind, the College does not recognize social fraternities or sororities nor does it encourage membership in them.

No recognized organization including, but not limited to, clubs, organizations, athletic teams, and club sports may have as a condition for initial membership or continued membership any activity that can be defined as pledging, hazing, or any behavior that violates a person's conscience, good judgment, or norms generally accepted as governing behavior in society. ***This is regardless of the person's willingness to perform or participate in such activities.***

A student cannot voluntarily participate or consent in hazing or any related activity. The actions by members of the organization including current or former students, alumni, advisors, coaches or staff associated with the group are covered under this law.

The College supports and adheres to the laws of the Commonwealth regarding hazing, including the *Timothy J. Piazza Anti-Hazing Law* signed into law in late October, 2018.

Pledging is defined as any activity or program conducted on or off campus that a prospective member, applicant or pledge completes prior to becoming a member of the organization.

King's College further defines hazing as any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student. Hazing also includes acts that willfully destroy or remove public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in any organization recognized by the College (or in the case of fraternities and sororities, organizations not recognized by the College).

Explicitly prohibited behaviors include, but are not limited to:

1. Any action that violates federal or state law
2. (Endured) brutality of a mental nature, including activities adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or activity resulting in extreme embarrassment
3. Requirement to perform activities of a sexual nature
4. (Endured) activity that creates a reasonable likelihood of a bodily injury
5. Underage consumption of alcohol or illegal drugs
6. Transportation of a student against one's will
7. The marking or branding of a student
8. Hindrance of a student from fulfilling academic responsibilities
9. Requirement of a student to eat or drink against the student's will
10. Request or requirement of a student to perform personal service or acts of servitude
11. Paddling or striking in any manner
12. Hindrance of a student from practicing personal hygiene
13. Action(s) resulting in a student to be indecently exposed
14. Requirement of a student to dress or act in a manner causing ridicule or humiliation
15. Requirement of calisthenics, runs, or other physical activity

Commonwealth law includes a safe harbor that provides protection from criminal prosecution to individuals who make an immediate report of hazing to obtain medical attention for the victim.

Hazing can range in degree of criminal seriousness from a summary offense for any type of hazing to a felony for hazing involving bodily injury. The law includes penalties for organizations that intentionally, knowingly or recklessly promote or facilitates hazing. The law provides for institutional hazing when a college university institutionally, knowingly or recklessly promotes or facilitates a hazing violation.

The Office of Campus Activities and Athletic Department will provide to its organizations, teams and clubs this College's Anti-hazing policy on an annual basis.

The College will report on its website hazing report data for a five-year period, identifying the organization. The names or identifiable information regarding the victim will not be published. This report will be updated twice a year, not later than January 1 and August 1.

Organizations or individual members of organizations that violate the College's Policy on *Anti-Hazing, Pledging and Related Behaviors* will face suspension from the College and withdrawal of College recognition of their organization.

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