

Title: Antihazing Policy

Policy Category: Administrative
Policy Subcategory: Campus Safety
Policy Audience: College Community
Policy Owner: Provost
Approved By: Cabinet
Version and Date: v.1, 12/1/2025

PURPOSE / BACKGROUND

This policy is intended to:

- Prevent Hazing within all Student Organizations, athletic teams, and affiliated groups.
- Establish clear reporting and investigation procedures.
- Provide transparency in Hazing, Hazing findings and organizational misconduct.
- Outline institutional disciplinary processes and potential sanctions.
- Ensure compliance with all federal, state, and local laws, including the Stop Campus Hazing Act and Timothy J. Piazza Antihazing law.

DEFINITIONS

Hazing - Intentional, knowing, or reckless act, on or off campus, committed by any person (whether individually, in concert with others or on behalf of an organization) against any other person (whether or not that other person provided consent or is a willing participant) that:

- a. Is committed during initiation into, an affiliation with, the maintenance of membership in, or the enhancement of status in, a Student Organization; and
- b. Uses or creates an unreasonable risk of physical or psychological injury (Hazing shall not include reasonable and customary risks, such as physical preparation associated with an athletic team).

Aggravated Hazing – Hazing that results in serious bodily injury or death to a minor or student, and where:

- a. The person acts with reckless indifference to the health and safety of the minor or student; or
- b. The person causes, coerces, or forces the consumption of an alcoholic liquid or drug by the minor or student.

Hazing Education and Prevention Program - A set of trainings, workshops, and other educational activities/materials used to educate Lackawanna College students, staff and faculty and/or College recognized organizations on ways to prevent, recognize, and report incidents of Hazing.

Campus Hazing Transparency Report - A summary of Hazing allegations and findings concerning any Student Organization (except that this shall only apply to Student Organizations that are established or recognized by the College), including whether the respondent was found to be in violation of the College's standards of conduct related to Hazing.

Student Organization – For compliance purposes, the College will work with two definitions to meet the mandatory reporting requirements specific to federal and state law as defined below:

- a. Consistent with Pennsylvania's Timothy J. Piazza Antihazing Law (18 Pa. C.S. §§2808-2809), a Student Organization is defined as any of the following:

1. A fraternity, sorority, association, corporation, order, society, corps, club or service, social or similar group, whose members are primarily minors, students or alumni of the organization, an institution or secondary school.
 2. A national or international organization with which a fraternity or sorority or other organization as enumerated under paragraph (1) is affiliated.
- b. For purposes of reporting and classifying Hazing statistics under The Jeanne Clery Campus Safety Act (Clery Act), a Student Organization is more broadly defined as an organization 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.

College Member - anyone employed by, contracted with, or enrolled at Lackawanna College, including faculty, staff, students, interns, academic visitors, volunteers etc.

POLICY

Lackawanna College prohibits any form of Hazing, whether on or off campus, by any student(s), group(s) of students, or Student Organization(s) affiliated with Lackawanna College. It applies to all (a) student members of the College; (b) all Student Organizations as defined in this policy; and (c) other persons associated with a Student Organization, which could include employees, volunteers, or contractors.

Examples of Hazing, include but are not limited to:

- Causing, coercing, or forcing consumption of alcohol, drugs, or other substances.
- Physical abuse (e.g., paddling, beating, branding, forced or coerced calisthenics, exposure to the elements).
- Sleep deprivation.
- Confinement or isolation.
- Forced servitude.
- Conduct that causes physical injury, emotional distress, or humiliation.
- Compelling individuals to engage in sexual behaviors, sexual or racial harassments or slurs or exhibitionism.
- Any activity that creates a reasonable likelihood of bodily injury.
- Any other conduct prohibited as Hazing under applicable state or federal law.

The College complies with the federal Stop Campus Hazing Act by promoting Hazing awareness, providing educational programming, and publicly reporting Hazing incidents to support a safe and transparent campus environment for all. Any individual or organization engaging in conduct that constitutes Hazing may face disciplinary action or other sanctions from the College.

In addition to institutional discipline, anyone who engages in conduct in violation of this Policy may also face criminal charges under Pennsylvania state law. In accordance with the Timothy J. Piazza Antihazing Law, Hazing may constitute:

- *Summary Offense* – Hazing that endangers mental or physical health.
- *Misdemeanor* – Hazing resulting in bodily injury.
- *Felony (Aggravated Hazing)* – Hazing resulting in serious bodily injury or death.

Consent is not a defense against Hazing.

Implementation/Dissemination of Policy:

- A. Student Engagement will ensure that every Student Organization, including Athletic teams, will be informed of the definition of Hazing, be given a copy of this policy and any applicable local, State,

Federal, and Tribal laws on Hazing. Additionally, these Student Organizations will be informed of reporting measures and will be given primary prevention strategies. Any student, sanctioned group, or recognized groups wishing to proceed with a membership intake/new member process must first secure in writing approval from the appropriate office after adhering to the appropriate procedures.

- B. Public Safety will require all Campus Security Advisors (CSA), as defined in the Clery Act, to be trained in the policy, definitions, and procedures for reporting as outlined by Student Engagement. College employees or College volunteers who function as sponsors, counselors, advocates, or advisors of any organization are CSA's and are therefore required to know and abide by the Antihazing Policy.

PROCEDURES

Reporting Hazing

A. Reporting Options

Reports may be made by students, employees, parents, or third parties.

Notice or complaints about Hazing may be made using any of the following options:

File a report or Formal Complaint with, or give verbal notice to, Student Accountability and Restorative Practices (SARP), Public Safety, or any CSA, as listed below. Such a report or Formal Complaint may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail, to the offices listed below or any other official listed.

- Dean of Students, Student Accountability and Restorative Practices (SARP), Seeley Hall Room G02, (570)955-1530
- Associate Dean of Students, Student Accountability and Restorative Practices (SARP), Seeley Hall Room G03, (570)955-1522
- SARP@lackawanna.edu
- Public Safety Department, 540 Wyoming Ave., (570)961-7899 or (570)241-2022, PublicSafety@lackawanna.edu

Confidential Resources (CSAs):

- Student Wellness Program Director –Angeli Hall Office 102 - (570)955-1478
- Student Wellness Program Coordinator – Angeli Hall Office 103 – (570)955-1466
- Manager of Student Advocacy – Angeli Hall Office 104 – (570)961-7869
- Studentwellness@lackawanna.edu
- Athletic Trainers

Report online, using the reporting form posted in the Rave Guardian app <https://www.ravemobilesafety.com/rave-guardian-app/>. Anonymous reports are accepted but can give rise to a need to investigate to determine if the parties can be identified. If not, no further formal action is taken, though measures intended to protect the community may be enacted.

In the event of emergency, please call 911 first.

B. Mandatory Reporting

Employees designated as mandated employees must report known or suspected Hazing to the appropriate institutional authority.

Amnesty Provision

In accordance with the Timothy J. Piazza Antihazing Law:

A person who reports Hazing in good faith and cooperates fully in an investigation shall not be subject to institutional discipline for violations related to personal consumption of alcohol or drugs that are discovered because of the report.

This immunity does not apply to individuals who personally committed or directed the Hazing.

Investigation Procedures

- Reports will be promptly reviewed.
- The College will conduct a fair, impartial, and timely investigation.
- Interim measures may be implemented to protect safety.
- Findings will be determined using the institution's standard of evidence.
- Both individuals and organizations may be investigated.

Hazing Education and Prevention Programs

The College is committed to preventing Hazing and maintaining and implementing sustainable Hazing prevention efforts. To that end, the College administers Hazing Education and Prevention Programs ("Programs"). The sections below detail the requirements for the Programs and those offices responsible for administering the Programs.

Requirements The College's Hazing Education and Prevention Programs will address (1) education on the definition of Hazing, (2) effective bystander intervention practices, (3) clear direction on where to report Hazing, and (4) resources available to College Members related to Hazing and Hazing prevention. Additionally, all prevention efforts are research-informed and aligned with best practices.

Responsibilities for Programs for Students, Faculty, and Staff

- A. Hazing Education and Prevention Programs for Students: Student Engagement is responsible for developing and facilitating Hazing Prevention Programs for students, student groups, and other College-recognized Student Organizations.
- B. Hazing Education and Prevention Programs for Staff and Faculty: Human Resources is responsible for developing and facilitating Hazing Prevention Programs for staff and faculty.

Transparency and External Reporting

Public Safety is responsible for publishing and maintaining the Campus Hazing Transparency Report listing allegations of Hazing and findings of Hazing investigations, including whether the subject of the allegation was charged with violating the College's Antihazing policy or standards of conduct related to Hazing. This report will be available on the College website and will be updated biannually on January 1 and August 1.

The College will make available five (5) years of data. Each entry will contain the following information:

- Name of the Student Organization.
- General description of the alleged violation, including whether the violation involved the abuse or illegal use of alcohol or drugs.
- Date the incident was alleged to have occurred.
- Date investigation into the incident was initiated.
- Date the investigation concluded.
- Date the organization was notified of the outcome of the investigation.
- Date on which the subject was charged with the alleged violation.
- Findings of the investigation.
- Any sanctions placed on the organization, if applicable.

Retaliation against any individual who reports Hazing or participates in an investigation is strictly prohibited. Retaliation may result in disciplinary action separate from the underlying allegation.

RELATED DOCUMENTS (if applicable)

Related State and Federal Laws on Hazing
Federal: [Stop Campus Hazing Act](#)
State: [Timothy J. Piazza Antihazing Law](#)

DISSEMINATION

Student Handbook
Employee Handbook
The Lackawanna College Policy Portal

This policy, originally published in the Student Handbook, is focused on students. However, to ensure compliance with federal and state laws, aspects of this policy are also applicable to faculty, staff, and administrators.

POLICY REVIEWS

Reviewed/Revised By:	Reviewed/Revised Date:
Cabinet	12/1/2025

This current policy supersedes all previous iterations.