Policy title	Category
Anti-Hazing	Administration Human Resources Student Conduct Student Health Student Life
Owner Student Affairs	**Approved by** Ad Council

Policy statement

Prohibition of Hazing

Nebraska Wesleyan University (NWU) strictly prohibits all forms of hazing. Hazing undermines NWU's mission, values, and commitment to student safety and wellbeing. No student, student organization, or representative of NWU may engage in, encourage, or knowingly assist in any act of hazing. Any individual aware of hazing must report it immediately. The following definitions and anti-hazing policy adhere to The Stop Campus Hazing Act (S.2901, H.R.5646) and Nebraska State Law (Code: 28-311.06).

Compliance with The Stop Campus Hazing Act

In compliance with the Stop Campus Hazing Act (S.2901, H.R.5646), enacted on December 23, 2024, NWU maintains transparent reporting and response procedures, publishes hazing incidents involving student organizations, and implements evidence-based prevention strategies to address and prevent hazing.

Compliance with State of Nebraska Definition of Hazing

Code: 28-311.06.

Hazing, defined; penalty.

(1) For purposes of this section, hazing means any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any organization. Such hazing activity includes whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person or the coercing of any such activity.

(2) It is unlawful to commit the offense of hazing. Any person who commits the offense of hazing is guilty of a Class II misdemeanor.

(3) If the offense of hazing is committed for the purpose of initiation into, admission into, affiliation with, or continued membership with an organization of student members operating under the sanction of a postsecondary educational institution and such offense is committed by members of such organization, such organization shall be punished by a fine of not more than ten thousand dollars. Such organization shall not include the alumni organization or any corporation which owns the house or real estate of such organization.

University Definition of Hazing

Hazing means any intentional, knowing, or reckless act committed by a person (individually or in concert with other persons) against another person(s) regardless of the willingness of such other person(s) to participate, that is done in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization of Nebraska Wesleyan University, and that causes or creates a risk of physical or psychological injury above the reasonable risk in participation in the institution or the organization itself.

The term includes, but is not limited to the following:

- 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; and
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law.

Implied or expressed consent or willingness of a person or persons to hazing shall not be a defense, and any forced activity related to initiation or membership in an organization is prohibited.

Definition of a Student Organization

A student organization is defined as an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, intermural, fraternity, sorority, band, choir, 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.

Behavioral Standards and Expectations
The University considers Hazing inappropriate for the University community and in opposition to the behavioral standards set forth by the **Student Code of Conduct**. These expectations and rules apply to all students, whether undergraduate or graduate. These expectations also apply to all student organizations, as well as to all employees.

Reporting Procedures

Hazing can be reported through multiple channels, including both to the institution and to external authorities.

Reporting to the Institution

Any individual who believes they have been the victim of hazing, or any student, staff member, or faculty member observes conduct that may constitute hazing, should report it immediately. Hazing can be reported via telephone, email, or in person to any Campus Security Authority (CSA).

Reports in writing can be submitted using this **form**.

Reports in person or via the phone system can be made 24/7 by contacting the following responders:

1. Campus Security at 402-432-9238
2. Residential Education Coordinator (REC) On-Call at 402-601-2114

Reports can also be made to the following individuals (Please note, these are not on-call responders)

1. Kevin Bollinger, Director of Student Integrity at 402-465-2498 or kbolling [at] nebrwesleyan.edu (kbolling[at]nebrwesleyan[dot]edu)
2. Jen Dyson, Project Director for the GBV Team at 402-465-2160 or jdyson [at] nebrwesleyan.edu (jdyson[at]nebrwesleyan[dot]edu)
3. Derrick Gulley, Director of Student Engagement and Greek Life Advisor at 402-465-2411 or dgulley [at] nebrwesleyan.edu (dgulley[at]nebrwesleyan[dot]edu)
4. Erin Hoffman, Vice President of Student Life at 402-465-2153 or ehoffma5 [at] nebrwesleyan.edu (ehoffma5[at]nebrwesleyan[dot]edu)
5. Dwight Merilatt, Director of Athletics at 402-465-2360 or dmerilat [at] nebrwesleyan.edu (dmerilat[at]nebrwesleyan[dot]edu)
6. Jerrica Mannix, Title IX Coordinator at 402-465-2447 or jmannix [at] nebrweslyan.edu (jmannix[at]nebrweslyan[dot]edu)

Confidential Resources

1. Counseling Services at 402-465-2464 or counseling [at] nebrwesleyan.edu (counseling[at]nebrwesleyan[dot]edu)
2. Maddi Baugous, University Minister at 402-465-2398 or mbaugous [at] nebrwesleyan.edu (mbaugous[at]nebrwesleyan[dot]edu)

Anonymous Reporting Form

For anonymous reporting, use this form: **https://www.nebrwesleyan.edu/inside-nwu/report-concern**

Who Can Report

Hazing incidents should be reported by the victim, involved parties, faculty, staff, parents, friends, community members, or anyone concerned about a student, employee, group, or organization.

What to Include in Your Report

When reporting, please provide as much detail as possible, including:

- Name of the organization involved in hazing
- Date, time, and location of the event(s)
- Individuals involved and any witnesses (with contact information if available)
- How the reporting person became aware of the incident(s)
- A detailed description of the event(s)
- Any documentation, videos, or photographs, if applicable
- Reporting person's (if not reporting anonymously)

  If a reporting party wishes to report anonymously, please include as much detail as possible. A reporting party may also request a meeting with a staff member without providing identifying information. The staff member will explain the process and, to the extent possible, record the information without including identifying details. Meetings can be conducted in person, via phone, or via email.

Reporting to the Law Enforcement

Individuals who believe they have been subjected to hazing are strongly encouraged to notify local law enforcement. To report hazing to local law enforcement, contact:

- Emergency: Dial 911
- Lincoln Police Department: 402-441-6000, lpd [at] cjis.lincoln.ne.gov (lpd[at]cjis[dot]lincoln[dot]ne[dot]gov). Be aware this email is not monitored 24/7

Reporting to law enforcement is not required for the University to initiate its own investigation or resolution process.

Prohibition of Retaliation

Retaliation is any intentional, adverse action taken by a responding individual or allied third party, absent legitimate nondiscriminatory purposes, against a participant, or supporter of a participant, in a proceeding or other protected activity under the Student Code of Conduct. Retaliation against individuals who report or participate in an investigation, and/or as a result of a resolution of hazing, is a violation of the University's Student Code of Conduct. Students and employees who retaliate will face disciplinary action.

Investigation Process

Student misconduct complaints may be filed by any member of the University community. Once notice is received from any member of the University community (complainant, Peer Assistant, third party, faculty, staff, etc.), the University may schedule an Investigative Conference or an Educational Conference with the responding student to explain the conduct process and gather information. The complaint form can be found **here**.

Any complaint should be submitted as soon as possible after the event takes place. There is no time limit on reporting violations of the Code of Student Conduct; however, the longer someone waits to report an offense, the harder it becomes for University officials to obtain information and witness statements and to make determinations regarding potential violations.

Though anonymous complaints are permitted, anonymous reporting may limit the University's ability to investigate and respond to a complaint. Those who are aware of misconduct are encouraged to report it as quickly as possible to the Student Life Office.

Resolution processes for student groups or organizations follow the same general student conduct procedures. In any such action, individual determinations as to responsibility will be made and sanctions may be assigned collectively and/or individually and will be proportionate to the involvement of each individual and the organization.

Employees involved in allegations of hazing will follow the investigation and resolution processes identified for allegations of harassment or discrimination. Information can be found in the **Non-Discrimination and Harassment Procedures Policy**.

The Student Conduct Officer involved will determine the merit of the complaint and will proceed in accordance with the **Student Code of Conduct Sections 8 – 11**.

Section 8: The Student Conduct Process

Section 9: Student Conduct Board Hearing Procedures

Section 10: Sanctions

Section 11: Appeals

Commitment to Prevention Programs

Nebraska Wesleyan University is committed to providing a safe, inclusive, and respectful environment for all students, staff, and faculty, free from hazing and any practices that degrade, humiliate, or endanger individuals. This policy is designed to promote awareness, prevent hazing behaviors, and ensure that all students, staff, faculty, and campus organizations adhere to the university's standards of conduct. NWU utilizes a comprehensive, evidence-informed approach to hazing prevention through education, leadership development, and community engagement.

Educational Programming

These strategies aim to address the cultural and environmental conditions that enable hazing.

- Leadership Development: Student leaders will be taught about respect, inclusion, and ethical decision-making to promote positive group behavior.
- Bystander Intervention Training: Students and staff will be trained to recognize and intervene in hazing behaviors alongside educational booths for awareness.
- Social Norms Campaigns: Posters about hazing awareness, prevention, and reporting will be displayed around campus.
- Orientation Programs: Presentations during new student orientation will cover the risks and consequences of hazing and emphasize the importance of bystander intervention.
- Peer Assistant Training: Student leaders will receive training on identifying hazing behaviors, understanding risks, and learning how to safely intervene.

Program Assessment and Improvement

Hazing prevention programs will be reviewed annually, and improvements will be made based on feedback and data.

Transparency and Reporting

Hazing Incident Reporting

Hazing incidents will be included in the Annual Security Report and Daily Crime Log, as required by the Jeanne Clery Campus Safety Act. This law requires universities to disclose certain campus safety information, including hazing and sexual assaults.

Campus Hazing Transparency Report

The Campus Hazing Transparency Report is compiled and published on the university's website to provide transparency regarding any established or recognized student organizations found in violation of the institution’s hazing policy. The report will not include any personally identifiable information, including any information that would reveal personally identifiable information about individual students. This report includes the following information for each organization involved:

- Name of the Student Organization
- General Description of the Violation (*Must include whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the institution, and any sanctions placed on the student organization)
- Relevant Dates
    - Date the incident was alleged to have occurred
    - Date investigation was initiated
    - Date investigation ended with findings of hazing violation
    - Date institution provided notice to organization of outcome
- Findings for Determination of Responsibility

- Sanctions Imposed
    - The Campus Hazing Transparency Report is publicly available below. This report will be updated two times per year and will summarize all findings related to student organizations that have violated hazing policies.

Campus Hazing Transparency Report can be found **here**.

Additional information can be found in the Annual Security Report, which can be found **here**.

Last revised date
June 23, 2025