



Policy: **Anti-Hazing**

Effective: 6/16/25

Student Affairs

**Policy:** Hazing is not permitted at Grace College and Grace Theological Seminary (“Grace”) under any circumstances, and all reports of Hazing will be investigated in a thorough, fair, and timely way.

**Purpose**

Shared trauma, exclusion, and mistrust – all elements of Hazing – cannot build cohesion and camaraderie, which instead are built on shared values, inclusion, and trust. Grace values the well-being and safety of all its Community Members and seeks to be a compassionate, compliant community in which all its members feel included and respected. Because Christ lives in us, Grace Community Members should seek to encourage and build up one another; therefore, Welcoming or Introductory Procedures related to group involvement or Student Organizations should be governed not only by the code of conduct described in the *Student Handbook*, but as importantly, biblical principles (i.e., I Cor. 10:31, Eph. 4:29, and I Thess. 5:11), with the clear concepts of doing all things to honor God.

Grace has established this Policy to be compliant with the [Stop Campus Hazing Act](#) of 2024 including reporting options, investigation of allegations, possible sanctions for substantiated violations, and Hazing prevention and awareness programming.

**Scope:** This Policy applies to all Grace Community Members and to all Educational Programs and Activities at all Grace College locations. This Policy is not intended to prohibit activities such as rookies carrying team equipment or cleaning up locker rooms, nor does it intend to prohibit team building activities that do not in any way include an atmosphere of humiliation, degradation, abuse, or danger.

**Definitions**

*Educational Programs and Activities:* Include all the programs, locations, events, services, circumstances, and operations of Grace (onsite or remote), including admissions and employment, in which Grace exercises substantial control over both the Respondent and the context in which the alleged Prohibited Conduct occurred. Specifically, conduct occurs within the scope of Grace’s Education Programs and Activities when it occurs:

1. On any Grace campus – onsite or through remote means;
2. On a property or in any facility owned and controlled by a Grace;
3. As part of Grace’s operations whether in-person or remote; or
4. In a building owned or controlled by a student organization that is officially recognized by Grace.



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*Established Organizations:* Organizations that are recognized or registered as official institutional organizations, and created and maintained by the institution such as a club, society, association, varsity or junior varsity athletic team, intramural and club sports team, fraternity, sorority, band, or student government.

*Grace Community Members:* Students, staff, faculty, and agents acting on behalf of Grace College at all locations and in all course delivery modalities.

*Student Organization<sup>1</sup>:* For the purposes of Clery statistical reporting, an organization at Grace (such as a club, society, association, varsity or junior varsity athletic team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution, whether or not the organization is established or recognized by the institution.

*Orientation Activities:* Activities for new members that are purposeful; intended to build shared values, inclusion, and trust; protect the dignity, well-being, and safety of participants; include freely given consent; and avoid coercion, exclusion, or adverse consequences for those who do not consent.

**Prohibited Conduct**

Hazing or similar action refers to any behavior on or off campus that singles out members of the Grace community or members of a Student Organization, group, club, athletic team or residence facility in a manner that jeopardizes the well-being and safety of students and is prohibited under this Policy.

Due to the coercive nature of Hazing, implied or expressed consent to Hazing is neither a defense under this Policy nor relieves those planning, sponsoring, or participating in the event of responsibility.

For the purposes of Clery statistical reporting<sup>2</sup>, Hazing is defined by Grace as:

1. Any intentional, knowing, or reckless act,
2. Committed or encouraged by a person, or
3. Against another person or persons,
4. Regardless of the willingness or consent of such other person or persons to participate, that

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<sup>1</sup> [Public Law 118-173](#)

<sup>2</sup> [Public Law 118-173](#)



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5. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, an organization,
6. Causes or creates a risk of physical or psychological injury above the reasonable risk encountered in the course of participation in Grace's education programs or activities or those of the organization, or
7. Acts that are prohibited under any applicable law, including but not limited to IC 35-42-2-2 and IC 35-42-2-2.5, under which Hazing is a criminal violation.

For the purposes of this Policy, Hazing includes this additional Prohibited Conduct:

1. Failing to prevent, intervene, or report such an act (whether individually or in concert with other persons).
2. All forms of retaliation against an individual who reports a concern or participates in any Grace disciplinary process.

See Appendix A for examples of Hazing.

No policy can address all possible activities or situations that may constitute Hazing or identify all groups that may be involved in Hazing activities. Whether a particular activity constitutes Hazing will depend on the circumstances and context in which that activity is occurring in light of the above framework.

Conduct that does not rise to the level of Hazing, but is nonetheless unacceptable on the Grace campus or a violation of its community standards may be addressed under other policies in the student, employee, or faculty handbooks.

## **Procedure**

### *Approval of Orientation*

Orientation Activities to welcome new students or new organization members that involve Hazing of any kind are prohibited. Questions about whether a welcoming or introductory activity is considered Hazing should be directed to the organization's advisor and the VP/Dean of Students at least one week in advance of the desired activity.

### *Reporting Hazing*

Anyone experiencing, witnessing, or suspecting Hazing is encouraged to make a report as soon as possible using one of the means below. Reports of Hazing may be made in person, by email, by phone call, or using the online reporting form. Coaches or Student Organization advisors are responsible for immediately reporting any violations using one of the reporting methods below.



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Individuals are also encouraged to pursue legal remedies available to them, including reports to law enforcement of potential criminal conduct.

Although there is no fixed reporting period, to facilitate both a timely investigation and institutional response, complaints about Hazing should be reported as soon as possible, preferably within five (5) business days of the date the person filing the complaint becomes aware of the alleged action.

Allegations of Hazing may also add additional reporting obligations to the Title IX Coordinator (for allegations involving sexual harassment or misconduct), for Clery crimes as a Campus Security Authority, or for mandatory reporting of suspected abuse of a minor.

Name	Office	Email	Location	Phone
Becky Stowers	Assoc Dean of Students	<a href="mailto:stowerrl@grace.edu">stowerrl@grace.edu</a>	Indiana Hall	574-372-5100 x6473
Norm Bakhit	Chief Human Resources Ofcr	<a href="mailto:bakhitn@grace.edu">bakhitn@grace.edu</a>	Indiana Hall	574-372-5100 x6074
Campus Safety Officer			McClain 007	574-269-5344
Campus Security Authority <sup>3</sup>	Includes RAs, RDs, coaches, other student affairs staff, Go Encounter trip leaders.			
Chad Briscoe	Athletic Director	<a href="mailto:briscocc@grace.edu">briscocc@grace.edu</a>	MOCC	574-372-5100 x6261
Carol McGregor	Senior Woman Leader	<a href="mailto:mcmgregc@grace.edu">mcmgregc@grace.edu</a>	Philathea	574-372-5100 x6251
RD or RD on call				574-635-5737
Carrie Yocum	Title IX Coord	<a href="mailto:yocumca@grace.edu">yocumca@grace.edu</a>	McClain 102	574-372-510 x6491
Online Bias Incident Complaint Form		Student Right to Know <a href="#">webpage</a>	> Complaint Processes	
Winona Lake Police Department		1310 Park Ave, Winona Lake, IN 46590 911 or for non-emergencies: 574-267-8622		

*Investigation Hazing and Sanctions*

Grace expects its campus community to conduct themselves in socially responsible and respectful ways. Participation in Hazing, either as an individual or as part of a recognized or unrecognized student group of Grace, regardless of motive or intent, may result in immediate

<sup>3</sup> [34 CFR 668.46\(a\)](#). Complete list of CSAs is available from campus safety.



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and serious disciplinary action up to and including suspension or dismissal from Grace; loss of individual eligibility as a student group member; permanent loss of organizational recognition or privileges; or collective discipline.

Allegations of Hazing by a student, Student Organization, or student-athlete will be investigated and responded to through the Student Conduct Procedures described in the *Grace Student Handbook*, and administered by the associate dean of students.

Allegations of Hazing by an employee, volunteer, graduate assistant, or other non-student Grace Community Member will be investigated and responded to by student affairs and human resources according to the procedures outlined in the *Employee Handbook*, and administered by the chief human resources officer. Staff who are alleged to have participated in Hazing are subject to discipline up to and including termination. Sanctions for staff determined to have violated this Policy will be administered by the chief human resources officer.

Allegations of Hazing by faculty will be investigated and responded to by student affairs and the provost or the chief human resources officer according to the procedures outlined in the *Faculty Handbook*, and administered by the provost. Faculty who are alleged to have participated in Hazing are subject to discipline up to and including termination. Sanctions for faculty determined to have violated this Policy will be administered by the provost.

Allegations of Hazing that may also violate Grace's *Title IX Policy* will be investigated and resolved according to Grace's Title IX procedures. Hazing allegations can be consolidated with Title IX, Title VII, and other allegations of conduct violations, such as alcohol and/or drug use or racial discrimination, at the discretion of the Title IX Coordinator.

If the alleged conduct is a possible violation of both this Policy and the law, Grace will proceed with its investigation process regardless of action or inaction by law enforcement. Decisions made or sanctions imposed by Grace are not subject to change because criminal charges arising from the same conduct or circumstances are dismissed, rejected, or reduced.

*Findings and Determinations*

All determinations about responsibility for violating this Policy will be based on the preponderance of evidence standard, which is the standard of proof required to determine whether the allegation is more likely true than untrue. This standard applies to both students and employees. The appeal process will be determined by the pertinent student, faculty, and staff handbook.



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### **Amnesty**

If an individual making a report of Hazing has been involved in Hazing and/or part of a student group that has been involved, Grace will take into consideration that individual's report provided that person reports that incident themselves before being contacted by student affairs and works with the responsible campus office to address or correct the issues reported with a goal of not compromising the respect, dignity, and safety of individuals on campus. Additionally, the individual may not be not liable for civil damages or criminal penalties<sup>4</sup>.

Grace, however, reserves the right to respond educationally, developmentally or with other remedies rather than with a disciplinary response to the use of drugs and/or alcohol or other community lifestyle violations by an individual reporting Hazing.

Grace also reserves the right to determine whether to pursue a Hazing policy violation by any Grace employee, including both their direct actions and their failure to act, through disciplinary procedures, up to and including termination, rather than granting amnesty.

### **Published Reports**

#### *Clery Reports*

The director of campus safety is responsible for drafting and submitting the *Annual Security and Fire Safety Report* in compliance with the Clery Act including any required Hazing statistics, also required by Public Law<sup>5</sup>. This report includes all reports of Hazing regardless of whether those are by an individual or a student group.

#### *Transparency Reports and Publication*

Grace will complete a [Transparency Report](#) if a finding of Hazing by any recognized or Established Student Organization is found to be in violation of Grace's standard of conduct related to Hazing as defined by Grace College.

*Transparency Reports* will summarize the findings according to the *Stop Campus Hazing Act* legislation and be made publicly available on Grace's website. *Transparency Reports* will be updated no less frequently than two (2) times per year<sup>5</sup>.

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<sup>4</sup> [IC 35-42-2-2.5 Hazing; good faith reporting](#)

<sup>5</sup> [Public Law 118-173](#)



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*Data Collection*

Grace collects institutional data on defined Hazing violations and counts all Hazing reports that are also a crime in the institution's *Annual Security and Fire Safety Report*, published annually by October 1<sup>6</sup>.

*Transparency Reports*, however, include findings of responsibility for a Hazing policy violation only for groups that are recognized or established by the institution.

**Prevention and Awareness Programming**

Grace publishes its *Hazing Policy* on its website along with a statement notifying the public of the availability of its *Annual Security and Fire Safety Report*.

Grace offers prevention and awareness programs that are research-informed and designed to reach students, faculty, and staff. Student Affairs shares responsibility for educating students about this Policy along with coaches and advisors of Student Organization.

Primary Prevention programs are intended to stop Hazing before it occurs through the promotion of positive behaviors that foster healthy, mutually respectful relationships; encourage safe bystander intervention; and seek to engage in welcoming behavior and positive social norms in group interactions. Components of primary prevention include:

- Institutional policies related to Hazing
- Types of Hazing
- Warning signs of Hazing
- How to report Hazing
- The process to investigate Hazing
- Information about applicable laws

Awareness Programming are those that increase knowledge about Hazing and connect Grace Community Members to resources. Awareness programming may also include elements of primary prevention, but with a goal of increased understanding of what Hazing is, how it impacts the Grace community, and alternatives to building cohesion.

- Bystander intervention
- Ethical leadership
- Building group cohesion without Hazing
- Power differentials

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<sup>6</sup> Crimes reports are according to the Jeanne Clery Campus Safety Act.



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### **Recordkeeping**

Records of Hazing reports and investigations are maintained by student affairs for a minimum of six (6) years. *Transparency Reports* and their updates will be maintained by the Student Affairs Office for a period of five (5) calendar years from the date of publication of each update. Records of Title IX or sexual misconduct reports and investigations are maintained in the Title IX office for a minimum of seven (7) years.

### **Interpretation**

The VP/Dean of Students will review and update this policy annually and will interpret this policy in consultation with the VP of Administration and Compliance, Title IX Coordinator, Athletic Director, Chief Human Resources Officer, or other campus administrators as needed.

### **Related Policies**

*Annual Security and Fire Safety Report*

*Employee Handbook*

*Nondiscrimination and Equity Manual*

*Protection of Minors on Campus Policy*

*Student Handbook*

*Title IX Policy*

### **Revision History:**

Date	Description of Revision
Unknown	Initial prohibition and definition of Hazing in the <i>Student Handbook</i> .
6/16/25	Creation and initial approval of <i>Anti-Hazing Policy</i> and procedures.





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## **Appendix A: Types and Potential Signs of Hazing**

### **Physical<sup>7</sup>**

- Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity that induces pain.
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity beyond the reasonable risk of participating in Grace's Education Programs and Activities (such as the physical preparation necessary for participation in an athletic team).

### **Criminal Acts**

- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal act or an act of Hazing.
- Compelling acts that result in destroying, damaging, defacing, or unauthorized removal of public or private property.

### **Forced Consumption**

- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other controlled substances.

### **Sexual**

- Causing, coercing, or otherwise inducing another person to perform sexual acts, participate in total or partial nudity, or engage in simulated sexual acts.
- Sexually-related duties, tasks, or punishments.

### **Psychological**

- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct such as brutality or assault.
- Any activity that humiliates, ridicules, degrades, abuses, or endangers them regardless of a person's willingness to participate.
- Creates a substantial risk of social ostracism or personal anguish.
- Involves extreme embarrassment or adversely affects the dignity of another, including but not limited to the performance of public stunts and activities, personal servitude by another, or assignment of pranks.

### **Other**

- Enabling or concealing misconduct or willful disregard for safety.
- Requiring violation of the Grace College student code of conduct or other policies.

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<sup>7</sup> [Public Law 118-173](#)



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### **Potential Signs of Hazing<sup>8</sup>**

The following list may help identify activities or conditions that may constitute hazing; however, it is crucial to understand that some of these situations may arise in various contexts without malicious intent or a violation of this policy. When considering the possibility of Hazing, it is important to note that factors such as fear, peer pressure, and personal benefits only to individual members can serve as potential indicators.

- Conduct that emphasizes a power imbalance between current and new members or between a coach, leader, or advisor and group members
- Members saying that something is “tradition” but the activity puts members at risk or makes them uncomfortable
- Secrecy around hazardous activities related to group membership
- Required activities for only a certain group of members
- Required attendance at late night activities or not allowing for less than eight successive hours away from organization activities
- Mental exhaustion and falling behind in schooling
- Singling out members or groups of members
- Extreme physical activity resulting in soreness and other physical distress
- Scavenger hunts (or signature/pledge books) that are humiliating, dangerous, or involve criminal activity
- Cleaning of facilities or group members’ properties
- Running personal errands for group members or others associated with the group
- Purchasing items for group members
- Capturing, confinement, kidnapping, or blindfolding
- Transportation and abandonment
- Required greetings or losing voice due to yelling
- Isolation from friends and family
- Shaving, tattooing, piercing, or branding
- Disruption of normal hygiene and diet schedules

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<sup>8</sup> [\*STEP UP! Bystander Intervention Program.\*](#)