

Anti-Hazing Procedure

University Procedure 305

Section 1. Purpose

This procedure implements Policy 3050, which prohibits hazing in all forms, and sets forth the standards and courses of action the University will take to adhere to those standards set forth in University Policy 3050. The procedure applies to all University-controlled properties and sponsored activities, including off-campus events associated with student organizations, virtual classes, and events. It also applies to all students, student organizations, employees and visitors of Metro State.

Section 2. Definitions

Employees: Metropolitan State personnel, including all faculty, staff, administrators, teaching assistants, graduate assistants, and student employees

Hazing: Any intentional, knowing, or reckless act committed against another person, regardless of the person's consent, in the context of initiation into, affiliation with, or maintaining membership in any student organization that:

- a. Endangers the physical, mental, or emotional well-being of an individual.
- b. Includes coercion, abuse, or humiliation.
- c. Violates local, state, or federal law.
- d. Hazing includes but is not limited to:
 - **Criminal Violations:** Actions that result in law violations (e.g., harassment, false imprisonment, or theft).
 - **Physical Abuse:** Whipping, beating, striking, branding, exposure to extreme elements, or forced physical activity.
 - **Psychological Abuse:** Sleep deprivation, forced isolation, extreme embarrassment, intimidation, or degradation.
 - **Sexual Misconduct:** Coercion or force to perform sexual acts.
 - **Substance Abuse:** Coerced consumption of food, alcohol, drugs, or other harmful substances.

Learning Environment: Refers to all physical, digital/online locations, contexts, and cultures in which students learn.

Student: An individual who has been admitted to the institution and is enrolled in courses.

Student Organization: An organization at Metro State (such as a club, society, association, band, or student government) in which two or more of the members are enrolled students, whether or not the organization is established or recognized by the institution.

Visitors/Community Members/Volunteers: Anyone not otherwise affiliated with the University that requires access to university information, spaces (physical and virtual), and/or events.

Section 3. Procedure

A. Prohibited Conduct & Disciplinary Actions

Any individual or student organization found responsible for hazing is subject to disciplinary action under this policy, the Metro State Student Code of Conduct and Minnesota State Board Policy 3.6. Disciplinary actions may include:

1. **Student Sanctions:** Warnings, probation, suspension, or expulsion.
2. **Organization Sanctions:** Suspension or revocation of recognition, loss of funding, or event restrictions.
3. **Legal Consequences:** Referral to law enforcement or other appropriate authorities for potential criminal prosecution.

B. Reporting Hazing Incidents

Anyone who witnesses or experiences hazing should report it immediately to one or more of the following:

1. Metro State University Security: (651) 793-1717 OR security@metrostate.edu
2. Dean of Students/Associate Vice President for Student Success: (651) 793-1579 or dean.students@metrostate.edu
OR
3. Anonymous Reports can be made by: Metro State's online reporting system through Maxient: [Code of Conduct Incident Reporting form.](#)

If the incident involves immediate danger, call 911.

C. Investigating Incidents of Hazing

Incidents of hazing will be investigated utilizing the Metro State student conduct process which is found in Metro State Procedure XXX.

D. Retaliation

Retaliation against individuals who report hazing in good faith is strictly prohibited and subject to disciplinary action.

E. Hazing Incident Reporting in the Annual Security Report (ASR)

Metro State will collect and report hazing incidents annually in the Clery Act-mandated ASR. **Reports will include:**

1. Number of reported hazing incidents.
2. Findings from investigations and resulting sanctions.
3. Compliance with the Stop Campus Hazing Act (2024).

F. Hazing Prevention & Awareness Programs

Metro State is committed to proactive anti-hazing education and prevention efforts through various methods, including, but not limited to the following:

1. Prevention materials publicly available on the Metro State website.
2. Information will also be shared with incoming students and other students via orientation, campus-wide communications and with relevant programming.
3. Education and awareness will be provided at key events offered through student support and other departments.
4. Student organization advisors, leaders and members will receive related education and awareness, including education about ethical leadership and promotion of strategies to build group cohesion without hazing.
5. Bystander Intervention Training made available campus-wide. Such trainings are based on research-based methods such as Green Dot, Stop Hazing's Bystander Intervention Guide or other research-based methods.

G. Student organizations and their members are required to abide by this policy. Student organization leaders and advisors will be required to participate in the prescribed anti-hazing training.

Section 4. Authority

This policy is issued pursuant to the Minnesota State Board Policy 3.6 (Student Conduct), Minnesota Statute 135A.155, and the federal Stop Campus Hazing Act (2024).

The university has the right to take necessary and appropriate action to provide an environment that promotes learning and protects the safety and well-being of the university community.

Section 5. Effective Date

This university procedure shall become effective June 30, 2025. It shall remain in effect until modified or expressly revoked.

Section 6. Responsibility

The Vice President for Student Success, or their designee, in conjunction with the Security Director, is responsible for implementation of this procedure.

Section 7. Review

This procedure shall be reviewed on a biennial basis or as needed.

Section 8. Signature

Issued on: 06/30/2025

Virginia “Ginny” Arthur, JD

President

Revision History:

6/10/2025 - created

6/17/25 - minor clerical corrections and updates