

Hazing Protocol of the Stockton University Panhellenic Association

The following guidelines are intended to provide leaders in the Panhellenic Community with information to consider when responding to disclosures and allegations of hazing. While each situation is different, the guidelines in this document would likely apply to many scenarios. These guidelines are suggested practices and not official policy, and we encourage you to consider following them to ensure a more consistent and supportive process for students. Always feel free to consult with the Fraternity/Sorority Advisor, SUPD, or Dean of Students Office if you are uncertain about a specific situation.

Section 1. New Jersey State Law

2C: 40-3

a. A person is guilty of hazing, a disorderly person offense, or a crime of the fourth degree if the act of hazing results in bodily injury, if, in connection with initiation of applicants to or members of a student or fraternal organization, whose membership is primarily students or alumni of the organization or an institution of higher education, the person knowingly or recklessly causes, coerces, or forces another person to do any of the following:

1. violate federal or state criminal law;
2. consume any food, liquid, alcoholic liquid, drug or other substance which subjects the other person to a risk of emotional or physical harm;
3. endure brutality of a physical nature, including whipping, beating, branding, calisthenics, or exposure to the elements;
4. endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment;
5. endure brutality of a sexual nature; or
6. endure any other activity that creates a reasonable likelihood of bodily injury to the person.

Hazing shall not include any reasonable and customary athletic, law enforcement, or military training, contests, competitions, or events.

- b. A person is guilty of aggravated hazing, a crime of the third degree, if the person commits an act prohibited in subsection a. of this section which results in serious bodily injury to another person.
- c. A student or fraternal organization, or an institution of higher education, that knowingly or recklessly promotes or facilitates a person to commit an act of hazing or aggravated hazing prohibited in this section is subject to a fine of not more than \$5,000 for each violation of subsection a. of this section, and a fine of not more than \$15,000 for each violation of subsection b. of this section.
- d. Any property which has been, or is intended to be, utilized in furtherance of any unlawful hazing activity set forth in this section by a person, student or fraternal organization, or

institution of higher education, as well as any proceeds derived from the unlawful activity, shall be subject to forfeiture pursuant to chapter 64 of Title 8 2C of the New Jersey Statutes.

e.

1. A person, student or fraternal organization, or institution of higher education, and another person acting in concert with the person, organization, or institution, shall be immune from prosecution under this section if the person, or employee, officer, or other agent for the organization or institution:
 - a. called 9-1-1, or otherwise contacted campus security, police, or emergency services, and reported that a person was in need of medical assistance due to an act of hazing as described in this section;
 - b. the caller provided the caller's name and, if applicable, the name of the person acting in concert with the caller to the 9-1-1 operator or other recipient of the emergency contact;
 - c. the caller was the first to make the 9-1-1 report or other emergency report;
and
 - d. the caller and, if applicable, the person acting in concert with the caller remained on the scene with the person in need of medical assistance until assistance arrived and cooperated with the emergency services on the scene.
2. The person who received medical assistance as a result of the call placed pursuant to paragraph (1) of this subsection shall also be immune from prosecution under this section.
3. In addition to any other applicable immunity or limitation on civil liability, a law enforcement officer or other official empowered to act as an officer for the arrest of offenders against the laws of this State, or a prosecutor, who, acting in good faith, arrested or charged a person who is thereafter determined to be entitled to immunity from prosecution under this subsection, shall not be subject to any civil liability for the wrongful arrest or charge.

2C: 40-4

Notwithstanding any other provision of Title 2C of the New Jersey Statutes to the contrary, consent, or the fact that the act of hazing as described in section 1 of P.L.1980, c.169 (C.2C:40-3) was sanctioned or approved by a student or fraternal organization or an institution of higher education, shall not be available as a defense to a prosecution under this Act.

2C: 40-5

Conduct constituting an offense under this act may, at the discretion of the prosecuting attorney, be prosecuted under any other applicable provision of Title 2C of the New Jersey State Statutes; and other behaviors or activities in addition to those prohibited under N.J.S.A. 2C:40 et seq. defined as hazing by a college or university with respect to its students.

Section 2. Stockton University Policy

Stockton University defines hazing as “any action taken, created, or situated which intentionally, negligently, or recklessly subjects any person to the risk of bodily harm or mental or physical harassment, intimidation, or bullying; interferes with academic activities; or causing or encouraging any person to commit an act that would be a violation of law or University policy; for the purpose of initiating, promoting, fostering, or confirming any form of affiliation with a recognized or unrecognized student group or organization.”

The expressed or implied consent of a person is not a defense to any hazing activity.

Examples of hazing include, but are not limited to:

- forced consumption of alcohol or other drugs;
- required ingestion of any substance;
- acts that could result in excessive fatigue, exhaustion, physical, mental or emotional deprivation or harm;
- paddling, whipping, beating, or physical abuse of any kind;
- compulsory servitude;
- work projects without the participation of the full membership;
- scavenger hunts, treasure hunts, road trips, kidnapping, drop-offs, or any other such activities;
- assigned or endorsed pranks such as borrowing or stealing items;
- morally degrading or humiliating games or activities;
- any activity which materially obstructs or impairs a student’s rights, academic pursuits, employment, or participation in the University community;
- activities that promote or encourage the violation of state law or University policy;

The organization/team or any individual involved in hazing commits a violation of University policy by:

1. Engaging in hazing;
2. Soliciting, encouraging, aiding, or directing another engaged in hazing;
3. Intentionally or knowingly permitting hazing to occur;
4. Having first-hand knowledge that a specific hazing incident has occurred and failing to report said knowledge in writing to University officials.

Penalties for violations of the policy may include:

1. imposition of fines;
2. the withholding of diplomas or transcripts pending compliance with the rules or payment of fines;
3. the rescission of permission for the organization to operate on campus or to otherwise operate under the sanction or recognition of the institution; and
4. the imposition of probation, suspension, dismissal, or expulsion.

Section 3. Reporting Allegations of Hazing in Another Chapter/Student Organization

If hazing is witnessed or information is disclosed of hazing in another chapter/student organization, please report the incident to *one or more* of the following:

- [File a report with the Office of Student Conduct](#)

- Office of Student Development staff member:
 - Joe Thompson, Fraternity & Sorority Advisor: Joseph.Thompson@stockton.edu
 - Jeff Wakemen, Director of Student Development: Jeffrey.Wakemen@stockton.edu
- Panhellenic Executive Board (or corresponding council)
- Important Note: All reporting can be anonymous. However, evidence will be required to find parties responsible. Reporter may be asked to testify but may respectfully decline to do so.

Section 4. Chapter Response to Allegations of Hazing Within Chapter

If allegations are reported to chapter leadership by a member or another organization's leadership, please use internal judicial procedures and follow chapter bylaws and your organization's national policies.

If allegations are reported to Stockton University against your chapter, please participate honestly and fully as it is in the best interest of your chapter and members.

Section 5. Panhellenic

All allegations received by the Panhellenic Council will be reported to the Office of Student Development for investigation, with partnership with the Office of Student Conduct.

- Office of Student Development will notify the chapters national headquarters and invite them to participate in the investigation if they chose to do so.
- Office of Student Development will reach out to chapter leadership and those involved in the incident to schedule an interview meeting time.
 - These may take place all at one time - members will be asked to arrive at a common time and stay until all interviews are completed.
- Office of Student Development will compile a report of their findings from interviews and make recommendations in accordance with New Jersey state Law. This could include a formal judicial hearing of the chapter.

Created by Joseph Thompson, Assistant Director of Student Development 05/22