



## **NEIU Hazing Policy**

Northeastern Illinois University (NEIU) is committed to maintaining a culture of mutual respect, safety, and learning. In alignment with our mission and values, we strive to educate all students, staff, and faculty on hazing related issues, while working to prevent and hold individuals and organizations accountable for hazing behaviors. The purpose of this policy is to define hazing, outline the policy and laws associated with hazing, and provide clarity about the investigation and adjudication procedures related to hazing that may occur within the University community. Together we can create an environment of responsibility to one another to report hazing and maintain an environment that prioritizes dignity.

### **Policy Statement**

Northeastern Illinois University (NEIU) is committed to maintaining a culture of mutual respect, safety, and learning. In alignment with our mission and values, we strive to educate all students, staff, and faculty on hazing related issues, while working to prevent and hold individuals and organizations accountable for hazing behaviors. The purpose of this policy is to define hazing, outline the policy and laws associated with hazing, and provide clarity about the investigation and adjudication procedures related to hazing that may occur within the University community. Together we can create an environment of responsibility to one another to report hazing and maintain an environment that prioritizes dignity.

### **Policy Principles**

NEIU opposes hazing and works to ensure it is not permitted as part of the student experience on campus. The following principles apply to this policy and the procedures herein:

- A. Students, University employees, student organizations, and individuals associated with student organizations (e.g., chapter advisors, volunteer coaches, club team coaches, etc.) are prohibited from hazing;
- B. Anyone with knowledge about a hazing incident is expected to report the incident to Student Affairs and/or local law enforcement officials;

- C. Responsibility for hazing can fall to an individual student and/or to organizations that are part of the University community;
- D. If a student or student organization is found responsible for violating this policy and a local, state, or federal law, any conduct responsibility finding will be publicly posted in NEIU's Hazing Transparency Report;
- E. Retaliation in any manner against an individual who reports hazing, an individual about whom the hazing was reported, or an individual who participates in a hazing investigation is strictly prohibited;
- F. Making an intentionally false accusation of hazing is prohibited. Student violators are subject to disciplinary action per the Code of Conduct. University employees and other violators would be subject to other applicable disciplinary processes.
- G. Individuals who report hazing who would be responsible under this policy may have their consequences mitigated as a result of their cooperation. As a general principle, NEIU does not seek to hold victims of hazing responsible for conduct that violates this policy should the behavior have been committed against them personally.

### **Applicability**

- A. All NEIU student and student organizations are subject to this policy.
- B. Individual violations – a person violates this policy if that person does one or more of the following:
  - a. engages in hazing behaviors;
  - b. solicits, encourages, directs, aids, or attempts to aid another person engaging in hazing;
  - c. negligent in allowing hazing to occur
  - d. fails to report hazing behavior
- C. Student organization violations – an organization violates this policy if an officer or any combination of members, new members, prospective members, guests, volunteers, alumni, or advisors:
  - a. engages in hazing behaviors;
  - b. solicits, encourages, directs, aids, or attempts to aid another person engaging in hazing;
  - c. condones or recklessly allows hazing and/or does not take reasonable steps to prevent hazing

## **Hazing Definitions (University, state, and federal)**

Hazing is any act that is an explicit or implicit condition of recruitment, initiation, affiliation, or maintenance of membership in a student organization, group, or team – whether recognized or not – that is not a group-relevant assessment or preparation (such as the physical preparation necessary for participation in an athletic team) or is excessive in its application. Hazing is any activity that humiliates, embarrasses, compels servitude, ridicules, degrades, instills fear, or causes injury - mental or physical - regardless of a person's willingness to participate. This includes compelled participation in behavior which would violate the law and/or University Policy.

### *Illinois State Hazing Law*

(720 ILCS 5/12C-50)  
Sec. 12C-50. Hazing.

(a) A person commits hazing when he or she knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of this State, for the purpose of induction or admission into any group, organization, or society associated or connected with that institution, if:

(1) the act is not sanctioned or authorized by that educational institution;

and

(2) the act results in bodily harm to any person.

(a-1) It is not a defense to a prosecution under subsection (a) that the person against whom the hazing was directed consented to or acquiesced in the hazing.

(b) Sentence. Hazing is a Class A misdemeanor, except that hazing that results in death or great bodily harm is a Class 4 felony.  
(Source: P.A. 103-765, eff. 1-1-25.)

### *Definition Applicable to Clery Reporting*

The federal [Stop Campus Hazing Act](#) defines "hazing" to mean "any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that-

"(I) is committed in the course of an initiation into, an affiliation with, or the maintenance of

membership in, a student organization; and

"(II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization

(such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—

"(aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

"(bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

"(cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

"(dd) causing, coercing, or otherwise inducing another person to perform sexual acts;

"(ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

"(ff) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

"(gg) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law."

## **Procedures for Investigation**

### **How to Report**

To report hazing, [please click here](#).

### **Transparency Report**

In accordance with the Stop Campus Hazing Act, NEIU has a hazing transparency report, which includes the following: names of student organization's found responsible for hazing; a general description of the behaviors which resulted in a violation; the action items the organization must engage in; the date of the incident; the date of when the investigation was initiated; the date the investigation ended with a finding of responsibility; and the date the decision letter was sent to the student organization with notice that a hazing violation was found. This report does not and cannot by law include personally identifiable information. You can find NEIU's hazing transparency report [here](#).

### **Hazing and Prevention Awareness Programs**