



Official Policy Document

Policy Title:	Anti-Hazing Policy
Policy Number:	CSL-001
Policy Category:	Community Standards and Student Conduct
Applies To:	This Policy applies to all Warner Pacific University students, student organizations, and third parties (including visitors, alumni, guests, and contractors). Employees are subject to this Policy only when engaging in student-related contexts. All other employee conduct concerns are governed by the Employee Handbook.
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1. Policy Statement

Warner Pacific University (“the University”) strictly prohibits hazing in all forms. Hazing is defined as any intentional, knowing, or reckless act—committed individually or by a group—toward another person in connection with joining, affiliating with, or maintaining membership in a student or campus-affiliated group. Such acts may cause or risk physical injury, emotional distress, humiliation, or other forms of harm, regardless of the individual’s willingness to participate.

Hazing undermines personal dignity, creates unsafe environments, and directly contradicts the University’s Christ-centered mission to foster respect, belonging, and holistic well-being. The University is committed to prevention, education, and accountability for hazing behaviors.

This Policy applies to students, student organizations, and other individuals interacting with student-related programs. Any individual or organization found responsible for hazing will be subject to disciplinary action, which may include suspension, dismissal, or revocation of group recognition. Employees are subject to this Policy only when engaging in student-related contexts. All other employee conduct concerns are governed by the Employee Handbook.

Hazing violates University policy and may also be punishable under Oregon and federal law.

All members of the University community are encouraged to report hazing concerns. Reports can be submitted confidentially or anonymously. For more information or to make a report, visit:

<https://www.warnerpacific.edu/title-ix/student-report/>.

2. Purpose

The purpose of this Anti-Hazing Policy (“Policy”) is to prohibit hazing in all forms, ensure compliance with applicable federal and state laws—including the Stop Campus Hazing Act (SCHA) amendments to the Clery Act—and promote a safe, respectful, and inclusive campus environment.

Hazing fundamentally undermines the integrity of student life, endangers the physical, emotional, and psychological wellbeing of individuals, and is inconsistent with the mission, vision, and core values of Warner Pacific University. As an institution grounded in Christian principles, the University is committed to fostering a supportive learning community where every individual can flourish.

Hazing directly contradicts the University’s foundational Christian values of community, respect, integrity, spiritual growth, and service:

- Community: Hazing fosters division, exclusivity, and fear, rather than building genuine relationships and a culture of belonging where all members are valued.
- Respect: Hazing disregards the inherent dignity and autonomy of individuals, promoting humiliation and harm rather than mutual care.

- Integrity: Hazing often involves deception, coercion, or unethical conduct, which violates the University's commitment to truth, accountability, and moral uprightness.
- Spiritual Growth: Hazing impedes spiritual formation and holistic well-being by causing distress and diminishing the value of others.
- Service: Rather than encouraging selfless service, hazing distorts group dynamics through abusive or manipulative behaviors that prioritize control over compassion.

This Policy affirms the University's commitment to upholding these values and ensuring a campus free from the harm and cultural acceptance of hazing.

3. Scope and Applicability

This Policy applies to all members of the University community. This includes, but is not limited to, students, faculty, staff, administrators, and trustees. It also extends to recognized student organizations (e.g., clubs, ministry teams), University-affiliated groups (e.g., athletic teams, musical ensembles, academic cohorts), and any third parties interacting with the University. This includes alumni, guests, visitors, and the agents, representatives, or employees of contractors, suppliers, and vendors, as well as non-paid employees, volunteers, and affiliated individuals who supervise, coach, advise, or otherwise engage with students or student groups.

The Policy applies to conduct occurring on or off campus, including in virtual or online environments, and remains in effect throughout all University programs and activities, regardless of location.

Any University employee alleged to have engaged in hazing toward a student will be subject to review and response through the University's established employment policies and procedures. This ensures consistent and equitable accountability across all personnel.

The University's prohibition on hazing applies to all educational programs and operational activities, including but not limited to admissions, recruitment, academic instruction, athletics, employment, housing, advising, and student services. This Policy has been developed in alignment with all applicable federal and state laws governing hazing prevention. If any portion of this Policy conflicts with legal requirements, prevailing law shall take precedence.

If any provision of this Policy is found to be invalid, illegal, unconstitutional, or otherwise unenforceable, that finding shall not affect the validity or enforceability of the remaining provisions.

3.1 Responsible Authority

The Office of the Dean of Students is the primary authority responsible for the administration, interpretation, and enforcement of this Policy. This office oversees compliance, addresses reported incidents, and facilitates the investigation and disciplinary processes associated with hazing.

Responsibilities assigned to specific titles or offices may, at the University's discretion, be delegated to other qualified personnel or units. This may include external professionals designated to support effective policy implementation and enforcement.

3.2 Important Clarification

Federal and Oregon hazing laws—including the Stop Campus Hazing Act (SCHA) and ORS 163.197—apply only to conduct involving students and student organizations in connection with membership, affiliation, or participation in student-related groups. These laws do not apply to employee-only interactions or student-to-employee conduct.

Employees are subject to this Policy only when engaging in student-related contexts. All other employee conduct concerns are governed by the Employee Handbook.

4. Definitions

For the purposes of this Policy, the following terms are defined to support consistent understanding and application across Warner Pacific University's Anti-Hazing procedures. These terms are used throughout the Policy and should be interpreted in alignment with institutional, state, and federal expectations.

- **Hazing:** Any intentional, knowing, or reckless act committed by one or more individuals, in connection with joining, affiliating with, or maintaining membership in a student organization, that causes or creates a risk of harm—whether physical, emotional, psychological, or legal—regardless of an individual's willingness to participate.
- **Retaliation:** Any adverse action, threat, or intimidation taken against a person for reporting, cooperating with, or participating in the resolution of a hazing-related matter. Retaliation is strictly prohibited and may result in separate disciplinary action.
- **Complainant:** An individual or group who reports or is identified as having experienced hazing. Participation in the resolution process is not required to be considered a complainant.
- **Respondent:** An individual, group, or organization alleged to have violated the Anti-Hazing Policy.
- **Student Organization:** Any group of two or more enrolled students affiliated through a shared interest, purpose, or activity, whether formally recognized by the University or not.
- **Conduct Hearing:** A formal adjudicative process in which a trained hearing officer or panel reviews evidence and testimony to determine whether a violation of University policy has occurred.
- **Interim Measures:** Temporary, non-punitive actions (e.g., no-contact directives, interim suspension, or event restrictions) imposed to ensure safety and protect the integrity of an investigation or adjudication process.

- **Recognized / Unrecognized Organization:** A recognized organization has completed the University's formal registration and recognition process. An unrecognized organization has not, or has lost recognition, but is still subject to University policies and procedures.
- **CHTR (Campus Hazing Transparency Report):** A public report required by the Stop Campus Hazing Act, listing incidents in which findings of responsibility for hazing have been issued against student organizations. The University publishes this report in accordance with federal regulations.

For additional terms and extended definitions, see Appendix C: Glossary of Terms.

5. Prohibited Conduct

The University is committed to maintaining a campus environment free from the harmful effects of hazing and retaliation. The following behaviors are strictly prohibited under this Policy.

5.1 Hazing (Institutional Definition)

Hazing is defined as any intentional, knowing, or reckless act committed by a person—individually or in concert with others—against another person or persons in connection with:

- Initiation into,
- Affiliation with, or
- Maintenance of membership in

a recognized or unrecognized student organization, University-affiliated group, athletic team, or campus-based cohort. This definition applies regardless of whether the other person has given consent or voluntarily participated.

For an act to constitute hazing under this Policy, it must cause, or create a risk of, harm beyond what is reasonably expected in the ordinary course of academic or co-curricular participation. Such harm may be physical, emotional, psychological, legal, or academic in nature.

Prohibited behaviors include, but are not limited to:

- Whipping, beating, striking, burning, applying harmful substances to the body, or other acts designed to inflict pain or discomfort
- Coercing or inducing sleep deprivation, forced exposure to the elements, confinement, extreme physical exertion, or other conditions that endanger health or safety
- Requiring or encouraging the consumption of food, liquids, alcohol, drugs, or other substances in excessive or harmful amounts
- Coercing or inducing participation in any sexual activity
- Using threats, intimidation, or conduct that places someone in reasonable fear of physical harm
- Compelling another person to commit a criminal act or violate local, state, tribal, or federal law

- Pressuring individuals to perform tasks that violate ethical, academic, or professional standards under the guise of “tradition,” “initiation,” or “team bonding”

Hazing can occur in person, in writing, through digital communication, or via social media. The University recognizes that some hazing behaviors may be culturally normalized or trivialized, but they remain strictly prohibited and subject to disciplinary action.

For full legal definitions of hazing under federal and Oregon law, see Section 10: Federal, State, and Local Laws.

5.2 Retaliation

The University enforces a zero-tolerance policy for retaliation. Retaliation includes any adverse action, intimidation, or threat—direct or indirect—taken against an individual for:

- Reporting hazing
- Participating in an investigation or conduct process
- Opposing practices prohibited by this Policy

Examples of retaliation include, but are not limited to:

- Intimidation
- Threats
- Coercion
- Harassment
- Discrimination
- Social ostracization
- Any conduct that would reasonably discourage someone from reporting or engaging in the resolution process

Upholding an environment where individuals feel safe to come forward is essential to prevention and accountability. Individuals or groups found responsible for retaliation are subject to immediate disciplinary action, which may include:

- For students: Sanctions up to and including suspension or expulsion
- For employees: Disciplinary action up to and including termination, consistent with University policies and employment agreements

See Section 10: Sanctions and Section 12: Employee Accountability for more details on disciplinary consequences. For reporting options and confidentiality guidance, refer to Section 6: Reporting Procedures.

6. Reporting Procedures

Reports of hazing may be made by any person, including individuals who were not directly harmed. Reports can result in a University response regardless of whether external legal action is taken.

- Reports concerning workplace conduct or other interactions outside of student-related contexts should be directed to Human Resources, as these matters fall under the Employee Handbook—not this Anti-Hazing Policy.
- This section addresses reporting of hazing involving students, student organizations, and related activities.

6.1 Reporting Channels

Reports of hazing may be submitted through any of the following methods:

Method	Details
Mail	Warner Pacific University Office of the Dean of Students 2219 SE 68th Ave Portland, OR 97215
Telephone	503-517-1320
Email	studentlife@warnerpacific.edu
In Person	Office of the Dean of Students (Student Affairs Suite, Smith Hall) During regular University business hours
Online	https://www.warnerpacific.edu/title-ix/student-report/
Other Means	Any verbal or written disclosure resulting in the Office of the Dean of Students, Campus Safety, or the Title IX Coordinator receiving the information

Note: A report may be submitted by a third party and may result in institutional action even if law enforcement is not involved.

6.2 Confidential Disclosure Options

Individuals seeking confidential guidance without initiating a formal University process may consult the following resources:

- **Counseling Center:** Licensed mental health professionals provide confidential support. These communications are protected except in cases of imminent harm to self or others or when otherwise required by law.
- **University Chaplain / Campus Ministry:** The University Chaplain offers confidential pastoral support. Communications are protected by pastoral privilege under Oregon law.

Confidential vs. Private: Confidential resources are legally protected and cannot share information without permission. Private disclosures to University officials will be shared only with those responsible for resolution, as needed to ensure safety and compliance.

6.3 Anonymous Reporting

Anonymous reports of hazing are accepted and reviewed. However, the University's ability to fully investigate and respond may be limited when the reporting party cannot be contacted for follow-up. Even so, all anonymous reports are taken seriously and may prompt an institutional response.

6.4 Confidentiality and FERPA Compliance

The University is committed to protecting the privacy of individuals involved in hazing disclosures and investigations. Disclosures of personally identifiable information from student education records are governed by the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99).

The University will disclose such information only when:

- Required by law (e.g., a lawfully issued subpoena or court order)
- Necessary to protect the health or safety of the student or others under FERPA's health or safety emergency exception
- Required to fulfill the University's obligations under the Clery Act or the Stop Campus Hazing Act

When disclosures are necessary, the University will make every effort to limit the information shared to only what is required and to restrict access to individuals who have a legitimate need to know.

6.5 Privacy

The University is committed to protecting the privacy of all individuals involved in any hazing disclosure, report, or resolution process under this Policy. The identity of those involved—whether as a complainant, respondent, witness, or third-party reporter—will not be disclosed publicly and will only be shared with University officials who have a legitimate educational, safety, or administrative need to know.

Disclosure of personally identifiable information may occur only under the following conditions:

- When required by applicable law (e.g., FERPA, the Clery Act, or state reporting mandates)
- When necessary to carry out essential University functions related to the investigation, resolution, or adjudication of a report in accordance with this Policy

The University will make every reasonable effort to preserve individual privacy while upholding its legal obligations and ensuring a safe and equitable process for all involved.

6.6 False Reports

The University strictly prohibits the intentional submission of false reports or falsified information related to any alleged violation of this Policy.

Knowingly submitting a false report or providing intentionally misleading or falsified materials at any stage of a hazing-related investigation or resolution process, is a serious violation of University standards and may also constitute a violation of Oregon law or civil defamation statutes.

Individuals found responsible for false reporting will be subject to disciplinary action:

- Students will be referred to the Office of the Dean of Students
- Employees will be referred to the Office of Human Resources

Disciplinary sanctions will be imposed in accordance with applicable University procedures and may include suspension, expulsion, termination of employment, or other appropriate measures.

7. Investigation and Adjudication Procedures

The University is committed to a fair, thorough, and timely process for addressing reports of hazing. The procedures outlined in this section follow a structured framework that includes initial review, investigation, evidence response, and resolution. The process ensures due process for all parties while prioritizing the safety and integrity of the campus community.

7.1 Investigation Process

Upon receiving a report of alleged hazing, the University will initiate a fact-finding process. If the University determines that an investigation is warranted, the respondent (individual or group alleged to have violated this Policy) will be notified in writing via their official University email address.

- If the respondent is a student organization, notification will be sent to the group's listed president and vice president. If no officers are documented, the notification will be sent to all members on the official roster.
- Notification will include:
 - A summary of the allegations
 - The identity of the complainant (if known and applicable)
 - The date(s) of the alleged incident(s)
 - An outline of the investigative process

In some instances, the University may conduct a limited inquiry to assess the need for a formal investigation. The University is not obligated to notify involved parties during this preliminary phase.

All formal investigations will be:

- Prompt and impartial
- Conducted by trained University officials or qualified external professionals
- Independent of any concurrent criminal investigation

If a student wishes to report the incident to law enforcement, the University will offer assistance in contacting the appropriate authorities.

7.2 Investigative Review and Evidence Response

At the conclusion of the fact-gathering phase, both the complainant and respondent will be given an opportunity to:

- Review the preliminary investigative report and all relevant evidence
- Submit written comments, additional evidence, or requests for clarification
- Suggest further lines of inquiry or identify gaps in the record

The investigator will consider the parties' input, conduct follow-up as needed, and finalize the investigative report.

7.3 Determination of Charges

After the final report is complete, the investigator and the Dean of Students (or designee) will conduct a policy review to determine whether the facts support a finding of responsibility under the Anti-Hazing Policy or other applicable University policies.

If sufficient evidence exists, the Dean of Students (or designee) will issue a written outcome that includes:

- Factual findings
- Applicable policy charges
- Information on resolution options (e.g., agreement-based resolution or conduct hearing)
- Rights and responsibilities of each party

7.4 Resolution Pathways

Warner Pacific University offers multiple resolution options, each designed to promote accountability, safety, and educational growth.

A. Accepting Responsibility

If the respondent accepts responsibility:

- A written statement must be submitted to the Office of the Dean of Students
- The matter proceeds directly to sanctioning
- No conduct hearing will be held

Note: Prior history of similar misconduct may result in enhanced sanctions.

B. Agreement-Based Resolution

This is a voluntary, non-disciplinary resolution process available if:

- All parties agree to participate
- No significant physical or psychological harm occurred
- The Dean of Students determines the case is eligible for this pathway

Potential outcomes may include:

- Educational programs
- Restorative justice practices
- Targeted training or reflection
- Behavioral or organizational agreements

Parties may withdraw at any point before signing a resolution agreement. If an agreement is not reached, the case proceeds to a conduct hearing.

C. Conduct Hearing

If the respondent denies responsibility or the matter is ineligible for informal resolution, the case moves to a formal conduct hearing.

- A trained hearing officer or panel (comprised of faculty, staff, or students) will review the evidence and determine responsibility.
- Procedures include:
 - Pre-hearing access to all final evidence for both parties
 - In-person or virtual participation (with appropriate arrangements)
 - The right to remain silent or decline to attend (the process continues in their absence)
 - The ability to hear or view other parties' statements, with technological accommodations as needed
 - The option to pause or refer the matter back for further investigation if necessary

7.5 Deliberation and Outcome

Following the hearing, the panel or hearing officer will:

- Deliberate in private
- Issue a written determination of responsibility
- Outline the rationale for the decision
- Provide the outcome and any applicable sanctions

Written findings will be sent to the respondent (and the complainant, if applicable) via official University email, typically within ten (10) business days of the hearing's conclusion.

7.6 Resolution Timelines

The University aims to resolve all hazing investigations within 60 calendar days of the initial report, excluding holidays, campus closures, and other extraordinary circumstances.

Delays may occur in cases involving:

- Unavailable or uncooperative parties or witnesses
- Complex fact patterns requiring extended review
- Concurrent law enforcement proceedings
- Campus emergencies or academic breaks

If an extension is necessary, the Office of the Dean of Students will document the reason and provide a written update to the involved parties.

8. Sanctions

The University maintains a progressive, learning-based approach to outcomes and sanctions resulting from violations of this Policy. Sanctions are designed not only to address misconduct but also to promote accountability, education, and the wellbeing of the broader community.

The goal is to apply outcomes that are appropriate to each individual or organization, empowering them to take responsibility for their actions and their place within the University community.

8.1 Possible Sanctions for Individuals and Organizations

Sanctions may include, but are not limited to, the following:

- **Conduct Hold**
A restriction placed on a student's University account. A conduct hold may prevent class registration, transcript requests, or diploma release until required conditions are met—often used when students fail to complete assigned outcomes.
- **Community Restitution / Service to the Community**
Requires the respondent to complete meaningful service, often in partnership with a campus department impacted by the behavior. Intended to repair harm and promote a sense of responsibility.
- **Educational or Health Interventions**
Mandates an appointment with a licensed counselor, health provider, or substance use specialist. Common in cases involving alcohol, drugs, or behaviors posing health risks.
- **Expulsion**
Permanent separation from the University. Students who are expelled are not eligible for tuition or fee reimbursement. Parents or legal guardians may be notified in accordance with FERPA.

- **Learning-Based Interventions**

Outcomes that promote reflection and behavioral change, such as educational workshops, essays, presentations, or targeted assignments.

- **Loss of Housing Privileges**

May include reassignment, revocation of specific housing options, or removal from campus housing for a defined period or permanently.

- **Loss of Privileges**

Restricts participation in specific University-related activities. For organizations, this may include bans on hosting events or campus participation. For individuals, restrictions may include facility access or campus engagement.

- **Parental or Guardian Notification**

In accordance with FERPA, the University may notify parents or legal guardians of dependent students under age 21 for serious or repeat violations, particularly those that impact health and safety.

- **Probation**

A defined period during which any further misconduct may result in more severe disciplinary action. Probation may apply to individuals or organizations and often includes behavioral conditions.

- **Recognition Revocation (Organizations)**

Withdrawal of official recognition for a student organization, which may include vacating space, removal from events, and suspension of privileges for a set period or until reinstatement conditions are met.

- **Restitution**

Monetary reimbursement for damage, loss, or other costs incurred by the University or other individuals because of the misconduct.

- **Suspension**

Temporary removal from the University, typically for a defined period. Suspended students may not attend classes, access campus, or participate in University activities without written approval from the Dean of Students. Reinstatement is contingent on compliance with reentry conditions.

- **Warning**

A formal written notice indicating that the behavior violated University policy. Serves as an official notice that further violations may lead to stronger sanctions.

8.2 Reference to Additional Conduct Expectations

For more detailed information about the University's conduct process, expectations, and additional examples of sanctions, students are encouraged to consult *The Squire*, the University's official student handbook.

Note: Employee misconduct outside the scope of this Policy (e.g., workplace harassment) will be addressed under HR procedures.

9. Training and Prevention

The University is committed to proactive, prevention-based education that equips students, faculty, staff, and affiliated personnel to recognize, report, and respond to hazing. Hazing prevention training is provided annually in accordance with ORS 350.259, the Stop Campus Hazing Act (SCHA), and the University's mission of fostering a Christ-centered, inclusive, and accountable learning community.

All new and continuing students, student organization leaders, athletes, employees, and affiliated individuals are required to participate in annual training that promotes awareness, personal responsibility, and safe, inclusive alternatives to harmful group practices.

9.1 Required Training

The following individuals must complete annual anti-hazing training, delivered through in-person workshops, digital modules, classroom sessions, peer education, or a combination of these formats:

- All first year and new transfer students, including online students
- Returning undergraduate students
- Graduate and professional students participating in cohort-based programs, student organizations, or sponsored activities
- Student organization members and leaders
- Student-athletes and athletic team personnel
- Coaches, athletic staff, residence life staff, and student affairs professionals
- Faculty, advisors, and instructors with student-facing responsibilities
- Executive leadership, academic administrators, and all responsible employees as defined by University policy
- Non-administrative staff who work in student environments (e.g., Campus Safety, Facilities, Dining Services, Enrollment)
- External contractors and service providers who regularly interact with students
- Volunteers, non-paid employees, and affiliated individuals who supervise, advise, or support student groups or events

The Office of the Dean of Students is responsible for the development, coordination, and documentation of all anti-hazing training initiatives.

9.2 Learning Outcomes

Upon successful completion of the University's anti-hazing training, participants will be able to:

1. Define hazing using institutional, state, and federal definitions, including both overt and subtle behaviors.
2. Recognize the impact of hazing on individuals and the community, including physical, psychological, academic, and spiritual harm.
3. Access and use reporting tools, including anonymous and confidential options, and understand the responsibilities of designated University officials.
4. Demonstrate bystander intervention skills to safely disrupt hazing and support those affected.
5. Promote alternative traditions and belonging through ethical, inclusive, and faith-aligned practices.
6. Model anti-hazing values by creating accountable and supportive environments within student groups, teams, and campus life.

9.3 Messaging Standards

To promote consistency and clarity across all hazing prevention efforts, the University requires all related materials—training content, handbooks, digital media, social posts, and print publications—to align with approved institutional messaging standards.

See Appendix A: Approved Anti-Hazing Messaging for standardized language, examples, and formats used in official communications.

Any material that contradicts these standards or minimizes the risks of hazing may be revised or removed by the Office of the Dean of Students to ensure compliance with institutional policy and applicable laws.

10. Federal, State, and Local Laws

The University is committed to compliance with all federal and state laws governing hazing prevention, response, education, and reporting. This Policy reflects and supports the University’s legal obligations as well as its mission to foster a safe, Christ-centered, and inclusive learning environment.

Note: Federal and Oregon hazing laws—including the Stop Campus Hazing Act (SCHA) and ORS 163.197—apply only to conduct involving students and student organizations. These laws do not govern other employee interactions or other student conduct concerns. Such matters are addressed under the Employee Handbook and Student Handbook as appropriate—not this Anti-Hazing Policy.

10.1 Federal Law: Stop Campus Hazing Act (SCHA)

As of July 1, 2024, the Stop Campus Hazing Act (H.R. 5646)—a 2022 amendment to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. § 1092(f))—requires institutions of higher education to:

- Include hazing as a reportable offense in the Annual Security Report (ASR)

- Publish a Campus Hazing Transparency Report (CHTR) on a public website
- Implement annual hazing prevention education and training for students, faculty, and staff
- Define “hazing” and “student organization” using language consistent with federal standards

Federal Definition of Hazing

Any intentional, knowing, or reckless act committed by one or more persons—regardless of the willingness of the victim—in connection with joining, affiliating with, or maintaining membership in a student organization, that:

- Creates a risk beyond ordinary participation in an educational or organizational setting
- Causes or creates a risk of physical or psychological injury
- Includes acts such as:
 - Whipping, beating, or striking
 - Forced consumption of alcohol, drugs, or food
 - Sexual coercion or forced nudity
 - Threatening or intimidating behavior
 - Violations of local, state, tribal, or federal law

Campus Hazing Transparency Report (CHTR)

Beginning July 1, 2025, the University will publish a CHTR at least twice annually on the [Campus Safety](#) webpage. The report will include:

- A list of all student organizations with findings of responsibility for hazing violations
- Incident dates and summaries of the violation
- Dates of investigation outcomes
- Status or sanctions applied to the organization

Personally identifiable information (PII) of individuals will not be disclosed in the CHTR.

Clery Act and Annual Security Report (ASR)

Beginning with the 2026 ASR, hazing statistics will be disclosed for incidents that occurred in Clery geography, which includes:

- University-owned or controlled campus property
- Public property immediately adjacent to campus
- University-controlled non-campus property used for educational purposes

The Office of the Dean of Students will coordinate with Campus Safety to ensure that hazing reports are assessed and reported appropriately. No identifying information will be included in campus warnings or statistical disclosures.

10.2 Oregon State Law

The University complies with all hazing-related mandates set forth by the State of Oregon.

ORS 163.197 – Hazing (Criminal Law)

Prohibits intentional or reckless acts during initiation or affiliation that result in, or create a grave risk of, physical injury or death. Consent is not a defense under this statute. Applies to all organizations.

ORS 350.259 – Institutional Responsibilities

Requires all Oregon colleges and universities to:

- Maintain a written anti-hazing policy
- Provide annual hazing prevention training to all students and employees
- Report any hazing incident involving serious physical injury or death to:
 - Local law enforcement, and
 - The Oregon Higher Education Coordinating Commission (HECC)

Reports must be submitted within 72 hours of the institution becoming aware of the qualifying incident.

ORS 350.330 – Student Disciplinary Procedures

Establishes minimum standards for student conduct processes. While not hazing-specific, the University voluntarily aligns its adjudication procedures with these principles to ensure fairness, transparency, and consistency.

10.3 Reporting Hazing in Clery Geography

Hazing incidents will be documented in the ASR if they occur within Clery geography, defined as:

- On-campus University-owned or controlled property
- Public property immediately adjacent to the campus
- Non-campus property owned or controlled by the University for educational use

10.4 Legal References

For official citations and summaries of relevant laws that inform this Policy, see *Appendix B: Legal References*.

11. Interim Measures and Activity Restrictions

The University prioritizes the safety, dignity, and wellbeing of all members of its community. To support these values, the University may implement interim measures or activity restrictions at any point during the investigation or resolution process, even before a final determination has been made.

11.1 Authority to Impose Interim Measures

If the Dean of Students (or authorized designee) determines that a student, student organization, or specific activity poses a substantial and immediate risk to individuals, property, or the learning

environment, the University may impose administrative measures to mitigate the risk. These may include:

- Interim suspension of an individual or organization
- Restrictions on specified activities, events, or locations
- Temporary no-contact directives between involved parties
- Housing reassignment, removal, or other restrictions
- Limited access to University systems, buildings, or services

These actions are not disciplinary findings. They are temporary safety measures imposed pending the resolution of the reported incident.

11.2 Duration and Enforcement

Interim measures are effective immediately upon written or verbal notice and remain in effect until one of the following occurs:

- A final outcome is issued through the conduct process
- The Dean of Students (or designee) modifies or lifts the measures

Violation of any interim directive may result in separate disciplinary charges and sanctions.

11.3 Student and Complainant Rights

- Complainants may seek protective or no-contact orders through local law enforcement
- The University will recognize and enforce any court-issued protective orders upon receipt of valid documentation
- The Office of Campus Safety can assist students with accessing legal protections or obtaining emergency measures in partnership with community resources

11.4 Interaction with Law Enforcement

University-imposed interim measures are independent of any criminal investigation or external legal proceeding. However, the University may coordinate with law enforcement to support timely processes, ensure student safety, and assist in the exercise of legal rights by complainants or respondents.

12. Student Organizations with a Parallel Process

The University recognizes that student organizations may maintain internal standards for accountability, membership conduct, and community expectations. While such internal systems may promote group cohesion and leadership development, they do not override or replace the University's authority in matters involving alleged policy violations, including hazing.

Organizational response is subordinate to University procedures.

12.1 Reporting and Jurisdiction

If a student organization becomes aware of conduct that may violate the Policy—or any other University policy—it must:

- Immediately report the incident to the Office of the Dean of Students
- Refrain from initiating any internal investigation in cases involving:
 - Discrimination or harassment
 - Mental health crises
 - Sexual misconduct
 - Illegal activity or substance use
 - Any behavior involving a serious risk of harm

These cases require trained, trauma-informed response by University officials or designated professionals.

12.2 Acceptable Internal Processes

Student organizations may engage in informal internal resolution for minor issues that do not involve policy violations. Examples include:

- Missed meetings or lack of participation
- Interpersonal conflict between members
- Minor integrity concerns unrelated to safety, equity, or compliance

Such internal practices must be supportive, restorative, and non-punitive in nature.

12.3 Prohibited Organizational Actions

Student organizations may not:

- Conduct parallel or informal investigations into hazing or other serious misconduct
- Withhold relevant information from University officials
- Discourage members from participating in University investigations
- Impede, delay, or otherwise interfere with an institutional response

Violation of these expectations may result in:

- Revocation of University recognition
- Loss of institutional funding or privileges
- Suspension or removal from campus engagement opportunities

13. Incidents That May Violate Additional Policies

In certain cases, conduct that constitutes hazing may also violate other University policies. When this occurs, the University will coordinate its response to ensure that all aspects of the misconduct are addressed appropriately and in compliance with applicable laws and institutional procedures.

13.1 Primary Oversight

The Office of the Dean of Students will serve as the lead coordinating office and is responsible for:

- Determining which additional University policy areas are implicated
- Identifying the appropriate office(s) to lead or support the investigation and resolution
- Coordinating efforts to ensure procedural fairness, efficiency, and comprehensive accountability

This approach promotes clarity and avoids fragmented responses to complex or multifaceted incidents.

13.2 Examples of Overlapping Policy Violations

Hazing-related behavior may also involve or trigger additional University policies, including but not limited to:

- Sexual or interpersonal misconduct — subject to the University's Title IX Policy
- Student conduct violations — governed by *The Squire* (Student Handbook)
- Residential life policy violations — if hazing occurs in campus housing or involves residential students
- Technology misuse — involving social media, messaging apps, or devices
- Substance misuse — including alcohol, drugs, or other controlled substances
- Threats, intimidation, or assault — potentially subject to criminal law and institutional safety protocols

13.3 Consolidated Response

When appropriate, the University may choose to consolidate multiple alleged policy violations into a single investigation or hearing. This decision is made in consultation with relevant offices and is intended to:

- Avoid unnecessary duplication of effort
- Minimize re-traumatization of complainants or witnesses
- Ensure all related issues are reviewed holistically
- Maintain procedural integrity and compliance

14. Maintenance of Files and Records

The University is committed to the responsible, confidential, and compliant management of records related to hazing incidents. These records serve important functions in federal reporting, institutional compliance, and accountability within the campus community.

14.1 Record Retention

The Office of the Dean of Students is responsible for retaining records associated with all hazing-related cases. This includes:

- Disciplinary files for any individual or student organization found responsible for a violation of the Policy
- Corresponding documentation of investigations, findings, outcomes, and sanctions
- Files maintained in accordance with federal regulations (e.g., Clery Act, FERPA) and University recordkeeping policies

Disciplinary records are considered part of a student's official conduct history and are retained in compliance with the University's records retention schedule and applicable laws.

14.2 Clery and Federal Reporting Requirements

For purposes of institutional and public safety reporting, relevant hazing records will be:

- Maintained in accordance with the Clery Act and SCHAs retention requirements
- Used in aggregate form for inclusion in the University's ASR
- Included (if applicable) in the CHTR, which is published semiannually on the University website

PII will be excluded from all public disclosures in accordance with FERPA and federal law.

14.3 Annual Policy Review

This Policy will be reviewed annually by the Office of the Dean of Students, in consultation with University legal counsel, to:

- Ensure continued alignment with Oregon law, federal mandates (Clery/SCHA), and best practices in hazing prevention
- Reflect changes in higher education law, compliance guidance, and institutional values
- Address emerging trends, legal interpretations, or student safety concerns

Any updates or revisions to the Policy will be formally published in the University's policy manual and posted on the University website.

15. Transparency and Public Reporting

In alignment with the Stop Campus Hazing Act and Warner Pacific University's commitment to transparency and accountability, the University will maintain a public record of hazing violations involving student organizations.

15.1 Campus Hazing Transparency Report (CHTR)

Beginning July 1, 2025, the University will maintain and regularly update a publicly accessible CHTR, located on the [Campus Safety](#) webpage.

This report serves as a federally required mechanism for documenting and disclosing group-level hazing violations.

15.2 What the Report Will Include

For each hazing incident in which a student organization has been found responsible through the University's conduct process, the CHTR will include:

- The name of the organization
- The date(s) of the incident(s)
- A brief description of the hazing violation
- A summary of the sanctions or outcomes imposed

The CHTR will only reflect incidents with finalized findings of responsibility.

15.3 Update Schedule

To remain compliant with federal expectations and institutional values, the University will:

- Update the CHTR at least twice per year
- Post it in a prominent location on the University website
- Maintain records in accordance with FERPA, the Clery Act, and University privacy standards

15.4 Privacy Protections

The CHTR will not include PII about any student, complainant, respondent, or witness. The report is restricted to group-level findings and does not identify individual students by name or through indirectly identifying information.

16. Campus Resources

The University offers a range of on-campus and local resources to support individuals affected by hazing, as well as those seeking to report concerns or request guidance. These services are available to students, employees, student organizations, and third parties, and are committed to providing confidential, supportive, and accessible assistance.

16.1 Key Resources and Contact Information

Office / Department	Location / Contact Information
Office of the Dean of Students (Student Conduct)	2219 SE 68th Ave, Portland, OR 97215 Email: studentlife@warnerpacific.edu Phone: 503-517-1320

Office / Department	Location / Contact Information
Campus Safety	Email: campussafety@warnerpacific.edu Phone: 503-517-2127
Title IX Coordinator	Email: titleix@warnerpacific.edu Phone: 503-517-1205
Counseling Center	Email: counseling@warnerpacific.edu Phone: 503-517-1119
Office of Residence Life & Student Engagement	Email: residencelife@warnerpacific.edu Phone: 503-517-1098
Department of Athletics	Email: athletics@warnerpacific.edu Phone: 503-517-1370
Portland Police Bureau	Non-Emergency: (503) 823-3333 Emergency: 911

Students and employees are encouraged to reach out to these offices at any time to:

- Ask questions about hazing, misconduct, or policy interpretation
- Make a report or initiate a disclosure
- Access mental health or pastoral care resources
- Receive guidance during any part of the resolution process

17. Policy History and Review

Version	Approval Date	Effective Date	Approved By	Notes
1.0	7/21/2025	July 2025	Executive Cabinet	Initial publication
1.1	TBD (Planned: 5/2026)	July 2026	Executive Cabinet	Annual review and legal/policy updates

The Office of the Dean of Students is responsible for maintaining the version history and all supporting documentation in accordance with the University's policy lifecycle and retention protocols.

17.1 Review Cycle

This Policy will be reviewed annually, prior to the start of each fall semester, by the Office of the Dean of Students, in consultation with University legal counsel. The review will ensure ongoing alignment with:

- Federal and state law (e.g., Clery Act, Stop Campus Hazing Act, ORS 163.197, ORS 350.259)
- Institutional priorities and stakeholder input
- Best practices in hazing prevention, investigation, and accountability

All proposed changes will be submitted for approval to the Executive Cabinet. Approved revisions will be recorded in the Policy History (Section 17).

For additional materials referenced in this Policy, see Appendices A–C.

18. Appendices

The following appendices provide supplemental information and materials to support effective implementation, training, communication, and legal compliance under this Policy:

- Appendix A: Approved Anti-Hazing Messaging
- Appendix B: Legal References and Statutes
- Appendix C: Glossary of Terms

Appendix A: Approved Anti-Hazing Messaging

This appendix outlines the University’s approved language to be used consistently across materials such as handbooks, presentations, printed materials, online forms, and digital communication platforms.

Communication Channel	Approved Messaging
Policy Statement (<i>Student Handbook, Academic Catalog, Policy Manuals</i>)	Warner Pacific University Anti-Hazing Policy Warner Pacific University strictly prohibits hazing in all forms. Hazing is defined as any intentional, knowing, or reckless act—committed individually or in a group—toward another person in connection with joining, affiliating with, or continuing membership in a student or campus-affiliated group. These acts may cause or risk physical injury, emotional distress, humiliation, or other forms of harm, regardless of the individual's willingness to participate. Hazing undermines personal dignity, creates unsafe environments, and contradicts the University’s Christ-centered mission to foster respect, belonging, and well-being. The University is committed to prevention, education, and accountability regarding hazing behaviors. Any individual or organization found responsible for hazing will face disciplinary action, which may include suspension, dismissal, or revocation of group recognition. Hazing violates University policy and may be punishable under Oregon and federal law. All members of the Warner Pacific community are encouraged to report hazing concerns. Reports can be made confidentially or anonymously. For more information or to submit a report, visit: https://www.warnerpacific.edu/title-ix/student-report/.
Course Syllabi	Warner Pacific University strictly prohibits all forms of hazing. Hazing violates university policy and may also be a criminal offense under Oregon and federal law. Anyone who sees or experiences hazing is encouraged to report concerns confidentially or anonymously at: https://www.warnerpacific.edu/title-ix/student-report
Presentation Slides (<i>Orientation, Training, Staff Use</i>)	Hazing is illegal and against our values at Warner Pacific University. We build community through respect, safety, and inclusion — not coercion. Hazing violates university policy and may be punishable under Oregon and federal law. Report concerns confidentially or anonymously at https://www.warnerpacific.edu/title-ix/student-report/.

Communication Channel	Approved Messaging
Printed Publications (<i>Posters, Flyers, Brochures</i>)	Hazing harms and has no place at Warner Pacific University. If you see or experience hazing, report it confidentially or anonymously at https://www.warnerpacific.edu/title-ix/student-report/ .
Social Media Posts	Hazing ≠ belonging. Warner Pacific University stands for dignity, safety, and Christ-centered care. Know the policy and report anonymously: https://www.warnerpacific.edu/title-ix/student-report/ .
Website Messaging	Warner Pacific University Anti-Hazing Policy Warner Pacific University strictly prohibits all forms of hazing, consistent with Oregon state law (ORS 163.197 and ORS 350.259) and federal regulations. Hazing is any intentional, knowing, or reckless act by an individual or group directed toward another person as part of joining, affiliating with, or continuing membership in any student or campus-affiliated group. These acts may cause physical or emotional harm, humiliation, intimidation, forced consumption, sleep deprivation, or other unsafe behaviors, regardless of consent. Hazing violates university policy and may result in disciplinary action, including suspension, dismissal, termination, or loss of organizational recognition. It may also be a criminal offense under Oregon and federal law. Warner Pacific University is committed to fostering a Christ-centered, respectful, and safe environment where everyone's dignity is honored. Members of the community are encouraged to report hazing concerns confidentially or anonymously at https://www.warnerpacific.edu/title-ix/student-report/. For detailed policy information, prevention resources, and support services, visit https://www.warnerpacific.edu/anti-hazing-policy.

Appendix B: Legal References

This appendix provides direct citations for federal and Oregon laws that inform and govern Warner Pacific University's Anti-Hazing Policy.

Law / Regulation	Summary	Applicability to Warner Pacific University
<u>ORS 163.197 – Hazing</u>	Defines hazing as an intentional or reckless act during initiation or affiliation that causes grave risk of physical injury or death. Consent is not a defense.	Establishes Oregon's criminal definition of hazing; applies to all institutions.
<u>ORS 350.259 – Institutional Hazing Requirements</u>	Requires colleges to implement hazing policies, conduct annual training, and report serious incidents to law enforcement and the Higher Education Coordinating Commission (HECC).	Mandates annual compliance actions by Oregon institutions of higher education.
<u>ORS 350.330 – Student Discipline</u>	Outlines expectations for procedural fairness in student conduct proceedings.	Voluntarily followed by WPU to ensure equity and transparency.
<u>20 U.S.C. § 1092(f) – Clery Act</u>	Federal law requiring annual campus crime reports, including hazing, and timely warnings for serious threats.	Forms the legal basis for Warner Pacific's ASR and hazing incident disclosure.
<u>Stop Campus Hazing Act (2022)</u>	Amends the Clery Act to require hazing definitions, mandatory prevention training, and public reporting (Campus Hazing Transparency Report).	Requires CHTR publication and hazing training for all students and employees.
<u>FERPA (20 U.S.C. § 1232g)</u>	Federal law protecting the privacy of student education records; permits limited disclosure in student conduct and safety cases.	Ensures lawful privacy protections during hazing-related investigations and outcomes.

Note: Federal and state hazing laws apply only to student-related conduct; employee matters are governed by separate employment laws and institutional policies. Full URLs available upon request or in printed versions.

Appendix C: Glossary of Terms

This appendix provides extended definitions for key terms used in the Anti-Hazing Policy.

Term	Definition
Annual Security Report (ASR)	A federally mandated report under the Clery Act that includes crime statistics, campus safety policies, and hazing incidents within Clery geography.
Appeal	A formal request by a complainant or respondent to reconsider the outcome of a hazing case due to procedural error, new evidence, or a sanction believed to be clearly disproportionate to the violation. Appeals must be submitted in accordance with the procedures outlined in the Anti-Hazing Policy.
Campus Hazing Transparency Report (CHTR)	A public, semiannual record required by the Stop Campus Hazing Act, documenting findings of hazing responsibility involving student organizations. Published on the University website.
CHTR	See “Campus Hazing Transparency Report.”
Clery Geography	The physical areas covered by the Clery Act: campus property, public property adjacent to campus, and University-controlled non-campus property used for educational purposes.
Complainant	A person or group who reports or is identified as having experienced hazing. This party may or may not participate in the resolution process.
Conduct Hearing	A formal proceeding in which a hearing officer or panel reviews all evidence, hears testimony from involved parties, and determines whether a policy violation occurred.
FERPA	The Family Educational Rights and Privacy Act (20 U.S.C. § 1232g), which protects the privacy of student educational records and governs permissible disclosures in disciplinary and conduct processes.
Hazing	Any intentional, knowing, or reckless act committed by one or more individuals in connection with joining, affiliating with, or maintaining membership in a student organization, that causes or creates a risk of harm — whether physical, emotional, psychological, or legal — and regardless of consent. Defined and prohibited by federal law (Clery/SCHA) and Oregon law (ORS 163.197).
Interim Measures	Temporary, non-punitive actions designed to protect the safety of individuals or the campus community during the investigation of a hazing incident. May include no-contact directives, event restrictions, housing modifications, or interim suspension.
Recognized Student Organization	A student group that has completed the University’s formal registration process, received official recognition, and is authorized to use campus resources, sponsor events, and participate in campus life.

Term	Definition
Reporting Party	Any person who discloses or submits a report of potential hazing, regardless of whether they are the complainant.
Respondent	A person, group, or organization that is alleged to have engaged in conduct prohibited under the Anti-Hazing Policy.
Responsible Employee	A Warner Pacific University employee who is required to report incidents of hazing, harassment, discrimination, or misconduct to the appropriate office. Includes most administrators, faculty, athletic staff, and student affairs personnel.
Retaliation	Any act of intimidation, threat, coercion, discrimination, or adverse treatment taken against a person for reporting, cooperating with, or participating in a hazing investigation or process. Strictly prohibited.
Stop Campus Hazing Act (SCHA)	A federal law (2022 amendment to the Clery Act) requiring institutions to define hazing, report hazing offenses, publish public incident findings (CHTR), and implement hazing prevention education.
Student Organization	Any group of two or more enrolled students affiliated through a common interest or purpose, whether formally recognized or not. Examples include clubs, athletic teams, student government, and ministry groups.
Unrecognized Student Organization	A student group operating without current recognition due to non-registration, expired recognition, or University revocation. Such groups are still subject to University policies, including the Anti-Hazing Policy.