

Anti-Hazing Policy

PURPOSE.....	2
SCOPE AND APPLICABILITY.....	2
RESPONSIBLE AUTHORITY.....	2
WHAT IS PROHIBITED BY THIS POLICY.....	3
DEFINITION OF TERMS.....	4
DISCLOSURES/REPORTING.....	5
FALSE REPORTS.....	5
INTERIM MEASURES AND ACTIVITY RESTRICTIONS.....	6
INCIDENTS THAT MAY VIOLATE ADDITIONAL POLICIES.....	6
PROCEDURES.....	6
FEDERAL AND STATE HAZING DEFINITIONS.....	8
CALIFORNIA CIVIL ACTION FOR HAZING:.....	10
TRAINING AND PREVENTION.....	12
MAINTENANCE OF FILES AND RECORDS.....	13

POLICY STATEMENT

Southern California University of Health Sciences' (SCU's) mission is to educate students as competent, caring, and successful integrative healthcare practitioner and professionals. The University is committed to providing an academic community imbued with kindness, integrity, humor, and determination.

Hazing is wholly inconsistent with the mission and values of the University; endangers health and safety; produces physical, mental, and social harms; undermines the integrity of student life; and violates federal and California state law. Hazing is prohibited and will not be tolerated.

PURPOSE

The purpose of this Anti-Hazing Policy ("Policy") is to prohibit hazing in all forms, ensure compliance with the Stop Campus Hazing Act (SCHA) Amendments to the Clery Act and the California Stop Campus Hazing Act, and promote a safe and respectful campus environment.

SCOPE AND APPLICABILITY

This policy applies to students, faculty, staff, administrators, trustees, recognized organizations/groups and established groups, and third parties on or off-campus (including online), including visitors, alumni, guests, and the agents, representatives, and employees of suppliers and vendors of the University (the University Community). Any employees alleged to be engaged in hazing any member of the University Community will be referred to appropriate institutional policies and procedures. Any employee found to have engaged in hazing will be subject to discipline, up to and including termination.

The University's prohibition on hazing extends to all aspects of its educational programs and activities, including, but not limited to, admissions, employment, academics, clinical and related training experiences, and student services.

This policy was written to follow the requirements of applicable federal and California State law. If this policy is inconsistent with those laws, or the laws change before it has been updated, state and federal law supersede this policy.

If any provision of this policy is found to be invalid, illegal, unconstitutional, or unenforceable, that finding shall not affect or undermine the validity of any other provision.

RESPONSIBLE AUTHORITY

The Responsible Authority for this Policy is the Chief Conduct Officer: Associate Vice President of Student, Alumni and Career Success. Obligations in this policy assigned to a particular title may be designated as appropriate by the University, including to external professionals.

WHAT IS PROHIBITED BY THIS POLICY

Hazing:

For the purposes of this Policy, hazing is defined as:

- Any intentional, knowing, or reckless act, activity, or method committed by a person (individually or in concert with other persons), whether through active or passive participation against another person or persons that:
 - is committed in the course of a pre-initiation, an initiation into, an affiliation with, or the maintenance of membership in, without limitation, an official or unofficial student organization, club, body, center, or athletic team; and
 - causes or creates a risk of physical or psychological injury, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (e.g., the physical preparation necessary for participation in an athletic team or the academic preparation necessary for a clinical role).
- Hazing activities can be committed against current, former, or prospective students or other members of the University Community.
- Acts constitute hazing under this Policy *regardless* of the willingness of such other person(s) to participate in the activity or their actual *or* apparent consent to engage in the activity.

Hazing includes, but is not limited to, behaviors that:

- Emphasize a power imbalance between new members and veterans of the group or team that involve ridicule, embarrassment, and humiliation.
- Cause emotional anguish or physical discomfort that puts unnecessary stress upon the victims (e.g., verbal abuse, threats, sleep deprivation, confinement in spaces, exposure to elements, etc.).
- Have the potential to cause physical and/or emotional harm (e.g., beating, branding, excessive exercise, forced alcohol/food/drug consumption, extreme physical acts, sexual acts, etc.)
- Require someone to perform a task that violates any criminal law.

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.

In California, certain types of hazing incidents can lead to criminal prosecution. A person can be charged with a misdemeanor or felony, depending on the seriousness of any injuries. In addition to a conviction and possible incarceration, fines may be assessed. Please read [Penal Code 245.6](#) for more information. California also provides for civil liability for hazing activities under certain circumstances. Please read [Education Code Section 66038](#) for more information.

Retaliation:

It is a violation of this policy for any person to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by the federal or California Stop Campus Hazing Act and the Clery Act, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceedings, or hearing under this policy. Intimidation, threats, coercion, or discrimination for engaging in the process can constitute retaliation. The exercise of rights protected under the First Amendment does not constitute retaliation.

DEFINITION OF TERMS

1. *Appeal Officer*: An administrative staff member with no previous role in a complaint will review any appeals to determine outcome.
2. *Charge*: An alleged policy violation. A charge does not assume a student, organization, or member of the University Community is responsible for policy violations and responsibility will not be determined until the conduct hearings are finished.
3. *Complainant*: an individual (or group of individuals) who is/are alleged to have been subjected to conduct that could constitute a University policy violation.
4. *Days*: calendar days.
5. *Interim Measures*: Interim measures are temporary administrative directives that are intended to ensure the safety of the University and prevent a situation from escalating while the allegations are being investigated. When the alleged actions of a Respondent threaten the good order or safety of the University, interim measures may be put into place.
6. *Party/parties*: Referring to complainant, Respondent, or both/all complainant and Respondent.
7. *Report*: information provided about possible misconduct and/or violations of University policy.
8. *Respondent*: an individual (or group of individuals) who has/have been reported to be the perpetrator of conduct that constitutes a University policy violation.
9. *Outcome*: a formal sanction imposed on the Respondent in response to policy violation(s).
10. *Student Organization*: an organization at the University (such as a club, society, association, or student government) in which two or more of the members are students enrolled at the University, whether or not the organization is established or recognized by the University.
 - a. *Established*: a group created by the University, which is in existence but does not have to register as a student organization (including but not limited to athletic teams, musical or theatrical ensembles, and academic or administrative units).
 - b. *Recognized*: an organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have registered with the University as a student organization (such as clubs).
 - c. *Unrecognized*: a club or organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have not registered, have not had their registration approved, or have had their registration or recognition removed.
11. *Conduct and Disciplinary Process*: a conduct meeting facilitated by a Chief Conduct Officer and/or Panel to evaluate responsibility for policy violations.

DISCLOSURES/REPORTING

Any person may disclose hazing to the University in the following ways:

- a. Mail: 16200 Amber Valley Drive, Whittier, CA 90604 – Attn: Campus Safety
- b. Telephone: 562-902-3333
- c. Electronic mail: CampusSafety@scuhs.edu
- d. In person – Building F – Room 20 [Campus Safety Office]
- e. Online: https://my.scuhs.edu/ICS/Departments/Campus_Safety/Report_It.jnz
- f. Any other means that results in the Responsible Authority receiving the person's verbal or written disclosure

The disclosing person does not need to be the harmed person and/or a Complainant.

All disclosures will be reviewed by the University to identify if the conduct falls within this Policy or other related policies.

An individual may pursue a university response procedure independently of any off-campus processes, such as reporting to law enforcement or pursuing other non-campus-based civil reporting options. The University reserves the right to initiate this process even if law enforcement has declined to do so.

Anonymous Reporting

The University is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, the University's ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.

Individuals can make a named or anonymous report at this webpage:

https://my.scuhs.edu/ICS/Departments/Campus_Safety/Report_It.jnz

Privacy

The University will not disclose the identity of any individual involved in a disclosure, report, or resolution process under this policy, consistent with and except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

FALSE REPORTS

The University will not tolerate intentional false reporting of incidents. It is a violation of University policies to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws. A person will be referred to the appropriate SCU process if found to have intentionally made a false report or knowingly submitted falsified materials. Students will be referred to Chief Conduct Officer and employees to the Office of People + Culture.

INTERIM MEASURES AND ACTIVITY RESTRICTIONS

If the Responsible Authority or designee determines that the operations of the Organization and/or the presence of the Respondents creates a clear and substantial risk to persons or property at the University, they may issue an interim suspension, administrative leave, or activity restriction at any point of the process from when a complaint is filed to when the case is resolved. Ordinarily, a case involving an interim suspension or administrative leave will be expedited to resolution as quickly as possible.

The Responsible Authority or designee may also restrict or modify the activities (e.g.: access to buildings, participation in activities) of the Respondent at any point from when a report is received to when the matter is resolved. Activity restrictions also may be kept in place after an outcome is determined.

Interim suspensions, administrative leaves, and activity restrictions are operative immediately upon receipt of the notice by the Respondent.

A Complainant always has the right to seek a restraining order or similar no-contact or protective order from the police. Contact Campus Safety for assistance in obtaining protective orders from the police or contact the police directly. The University will enforce all protective and restraining orders regardless of which legal, law enforcement, or internal University authority issues them. Enforcement of these orders will begin upon notification and receipt of documentation of their existence. Should either party wish to cooperate with local law enforcement in a criminal investigation, they may do so under the guidance of the appropriate legal authority(ies) without fear of penalty by the University for violating the no contact directive issued by the University for this express purpose.

INCIDENTS THAT MAY VIOLATE ADDITIONAL POLICIES

In certain cases, conduct by an individual or group Respondent may violate other policies. In those cases, the Responsible Authority will select which office or individual has primary responsibility over a matter and how that individual will engage with other responsible offices. Examples include a hazing incident that also includes sexual and interpersonal violence or harassment, which may involve Title IX, University Catalog policies, Residential Life policies, and violations of the Acceptable Use Policy. Matters may be consolidated and investigated/adjudicated together at the discretion of the University.

PROCEDURES

Investigation and Adjudication

An investigation process related to the reported hazing will be completed by the appropriate University office(s) in accordance with their applicable procedures. Based upon the involved parties and the nature of the allegations, these offices may include, but are not limited to, the Chief Conduct Officer, Human Resources, the Title IX Coordinator, and Campus Safety.

Sanctions and Other Consequences

Hazing is a serious offense and is therefore subject to the full range of sanctions up to and including expulsion and/or termination (such as reprimand, disciplinary probation, suspension, and administrative leave with or without pay). In addition, other educational activities (e.g., community service, participating in an anti-hazing workshop, etc.) or opportunities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with applicable outside constituents, academic processes, group(s) in which the student is involved, or their governing bodies. The University has the right to act regardless of the actions of any governing body.

Sanctions for Students

When a student is found to have violated this policy, potential sanctions pursuant to the Student Code of Conduct include, but are not limited to, the following:

- Formal reprimand,
- Disciplinary probation,
- Suspension for a period of time,
- Dismissal, and
- Other appropriate educational opportunities or sanctions.

Notice will be provided to the student if a sanction becomes part of their academic transcript (and will be noted in the student's final outcome/determination letter).

Sanctions for Student Organizations

When a student organization is found to have violated this policy, potential sanctions pursuant to the Student Code of Conduct include, but are not limited to the following:

- Formal reprimand
- Disciplinary probation,
- Revocation of privilege(s) such as hosting social events, recruitment, new member activities, etc.;
- Suspension for a period of time;
- Permanent loss of recognition by the (college/university); and
- Other appropriate educational opportunities or sanctions.

Sanctions for Employees

When an employee is found to have violated this policy, corrective actions may be taken pursuant to University Human Resources (People + Culture) policies. Sanctions may be up to and include termination.

Consequences for Alumni, Consultants, and/or Other Volunteers

When alumni, consultants, or volunteers violate this policy, the University reserves the right to take appropriate action to address the individual's conduct and that of the organization or group.

Law Enforcement and/or Governing Bodies

Violations of this policy may be referred to the appropriate law enforcement agency or University service, as well as to regional, national, and/or international affiliated offices of student organizations, for additional action and/or prosecution. The University has the right to act regardless of the actions of a governing body or law enforcement. Decisions around culpability and any outcomes or sanctions from law enforcement or governing bodies are independent of any decisions made by the University under this policy.

Appeals

All parties have the right to appeal. The appeal is not meant to re-hear or reargue the same case and is limited to the standards below. Appeals are governed by the relevant Student Code of Conduct or People+Culture (Human Resources) policies as appropriate.

Failure to Comply with Outcomes

Individuals that fail to comply and/or complete the assigned outcomes may be charged and an additional process will be held. A hold may be placed on the party's record until the incomplete sanction and/or failure to comply case is resolved. In addition, any interim sanction noted within this Policy may apply, including suspension or administrative leave, until the incomplete sanction and/or failure to comply case is resolved.

In circumstances where a student organization fails to comply with outcomes, the organization may be charged and an additional process will be held. A hold may be placed on the organizational record until the incomplete sanction and/or failure to comply case is resolved. The hold may impact ability to receive funding, housing status, or participation in University recognized events.

In circumstances where alumni, consultants, and/or other volunteers fail to comply with outcomes, they may be charged and an additional process will be held. Any sanction available within this policy may apply until the incomplete sanction and/or failure to comply case is resolved.

FEDERAL AND STATE HAZING DEFINITIONS

Hazing Per Federal Law

The term 'hazing', for purposes of reporting statistics on hazing incidents, is defined as 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—

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. 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—
 - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - f. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - g. 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.

Hazing Per California State Law

Hazing means any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term “hazing” does not include customary athletic events or school-sanctioned events.

California State Law Reporting

California State law requires that,

- (a) On or before June 30, 2026, and on or before June 30 of each year thereafter, the University shall report to the appropriate policy committees of the Legislature the number of hazing incidents that constituted a violation of the institution of higher education’s policy prohibiting hazing and whether the violation was affiliated with a student organization. The report shall be disaggregated by campus.
- (b) Notwithstanding any other requirement of this section, a report required pursuant to this section shall comply with all applicable state and federal privacy laws, including, but not limited to, the federal Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g).
- (c) As used in this section, the following definitions apply:

(1) “Hazing” means any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. “Hazing” does not include customary athletic events or school-sanctioned events.

(2) “Student organization” means either of the following:

(A) A conference-based competitive program at the institution of higher education.

(B) A sorority or fraternity that has officially met the formal chartering and recognition requirements at the institution of higher education where it operates and remains in good standing at the time of the alleged hazing incident.

CALIFORNIA CIVIL ACTION FOR HAZING:

Pursuant to the California Education Code Section 66308,

a) “Beginning January 1, 2026, a former, current, or prospective student, against whom hazing is directed and who has suffered injury as a result, may commence a civil action for damages. In addition to bringing an action against any participants in the hazing or the organization pursuant to subdivision (e) of Section 245.6 of the Penal Code, an action may be brought against any educational institution for the hazing practice of the organization involving one or more students if all of the following apply:

1) The educational institution had direct involvement in the hazing practice of the organization, or knew or should have known of the hazing practice and failed to take reasonable steps to prevent the hazing practice of the organization.

2) At the time of the alleged hazing incident, the organization involved in the hazing is affiliated with the educational institution.

3) The alleged hazing incident occurred on or after January 1, 2026.

b) For purposes of paragraph (1) of subdivision (a), there shall be a rebuttable presumption that an educational institution took reasonable steps to prevent the hazing practice of the organization if the educational institution has all of the following:

1) A) Rules and regulations governing student behavior that include a prohibition on hazing, anonymous reporting of hazing incidents, and disciplinary actions for the violation of the hazing prohibition.

B) Procedures by which all students are informed of the rules and regulations, with applicable penalties, and any revisions to the rules and regulations.

2) A) Rules and regulations governing employee behavior that include a prohibition on hazing and disciplinary actions for the violation of the hazing prohibition.

B) Procedures by which all employees are informed of the rules and regulations, with applicable penalties, and any revisions to the rules and regulations.

3) A) A comprehensive prevention and outreach program addressing hazing. The comprehensive prevention program shall include components on identifying hazing, hazing prevention, and bystander intervention strategies. An outreach program shall be provided to inform students of the educational institution’s policy on the prohibition of hazing, and, at a minimum, include a process for

contacting and informing the student body, athletic programs, and affiliated student organizations about the educational institution’s overall prohibition on hazing policy. For purposes of this paragraph, “comprehensive prevention and outreach program” includes, but is not limited to, providing information to students about all of the following:

- i) Hazing awareness, prevention, and the educational institution’s policy on the prohibition of hazing.
- ii) Campus policies and resources relating to hazing, including how to report hazing to the appropriate campus personnel, which includes anonymous reporting.
- iii) A focus on prevention and bystander intervention training as it relates to hazing.

B) The comprehensive prevention and outreach program to address hazing shall be

part of every incoming student’s orientation.*

- c) Notwithstanding the provisions of this section, nothing in this section affects existing rights, obligations, and remedies under Section 245.6 of the Penal Code.
- (d) The duties and obligations imposed by this chapter are cumulative with any other duties or obligations imposed under other law and shall not be construed to relieve any party from any duties or obligations imposed under other law, and do not limit any rights or remedies under existing law.

* California state law also requires that, where an institution has athletic teams and/or fraternities and sororities, that the comprehensive prevention program be offered to such organizations annually. SCUHS does not have athletic teams, fraternities, or sororities.

FEDERAL/STATE REPORTING REQUIREMENTS

Campus Hazing Transparency Reports (“CHTR”)

Beginning July 1, 2025, the University will publish in a prominent location on the public website Campus Hazing Transparency Reports (CHTR), which will include information with respect to hazing incidents where there has been a finding of responsibility against registered or established groups/organizations. This report will be updated at least twice per year if there are additional findings of responsibility to document. The CHTR will be publicly available on the University webpage https://my.scuhs.edu/ICS/Departments/Campus_Safety/Home.jnz

It will include, at a minimum:

- the period from when the Report was last published and ending on the date it is being republished;
- each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including;
- Name of the organization;
- Dates of incidents

- Information and description of the violation

The CHTR may include any additional information determined by the University as necessary or reported as required by State law. The CHTR will not include Personally Identifiable Information in the report.

Clery Act and Annual Security Report

The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that the University report the number of incidents of certain crimes that occur within particular geographic locations (Clery geography). Beginning with the 2026 Annual Security Report, the University must also include hazing incidents reported to have occurred within Clery geography. The first calendar year that will include hazing statistics is 2025. The Clery Act also requires the University to issue a warning to the community in certain circumstances.

In the statistical disclosures and warnings to the community, the University will ensure that a Complainant's name and other identifying information is not disclosed.

The Responsible Authority will refer information to Campus Safety, when appropriate, for a determination about Clery-related actions, such as disclosing crime statistics or sending campus notifications.

TRAINING AND PREVENTION

In alignment with the prevention and awareness program requirements of the Stop Campus Hazing Act, the University maintains a commitment to not only address incidents of hazing that occur, but also to educate our campus community about hazing and healthy alternatives to prevent this type of harm.

Stop Campus Hazing Act Training is provided by Campus Safety. To learn more or access a training, please contact visit the Campus Safety MySCU page and contact us at CampusSafety@scuhs.edu.

The University's training program is provided to employees and students each year.

All students, faculty, and staff will be provided with anti-hazing training upon joining the institution and annually thereafter.

The University will provide ongoing education campaigns, including workshops, speaker events, and social media campaigns throughout the academic year to reinforce anti-hazing policies and encourage a culture of safety.

MAINTENANCE OF FILES AND RECORDS

The files of individuals (or any student organization) found responsible for violation of the University Anti-Hazing Policy will normally be retained as a conduct record by the Responsible Authority. Records maintained to comply with the Clery Act (including the Stop Campus Hazing Act) will be retained for the period consistent with Clery Act records.