



EMMANUEL COLLEGE

Anti-Hazing Policy

I. PURPOSE

- A. Prevention of Hazing on campus is essential to upholding the dignity of the human person, a hallmark of Emmanuel's founding order, the Sisters of Notre Dame de Namur. Emmanuel College prohibits all forms of hazing and enforces [Massachusetts General Law chapter 269, secs. 17-19](#) and the recently-enacted Stop Campus Hazing Act (the "Act"), which amends the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. § 1092(f), a subsection of the Higher Education Act of 1965 (the "Clery Act"), and renames the Clery Act officially as the Jeanne Clery Campus Safety Act.
- B. It is a crime for an individual or an organization to participate in or fail to report incidents of student hazing under [Massachusetts Law](#) (M.G.L.c269, SS17 to 19). In compliance with the Campus Hazing Act (Public Law 118-173), Emmanuel College does not permit and will report hazing in any of its forms by students organizations or individual students. Hazing will absolutely not be tolerated in any form both on campus and off campus. The institution will review all allegations of hazing and may discipline any individual, team, and/or organization that engages in hazing.

II. SCOPE

This policy applies to all members of the Emmanuel community, students, faculty, staff, and affiliates.

III. DEFINITIONS

- A. **Employee** - Employee means all full- or part-time staff.
- B. **Student** – Student means any person who attends or is seeking admission to the College. Persons admitted but never matriculated are not considered students. For purposes of this Policy, a member of the administration will make the final determination as to whether or not an individual is a student.
- C. **Student Organization** – A "student organization" is defined as an organization at an institution of higher education (such as a club, society, association, sports team, fraternity, sorority, band, or student government) in which two or more members are students enrolled at Emmanuel College. (Simmons - in which two or more of the members are students enrolled at the

institution of higher education, whether or not the organization is established or recognized by Simmons)

D. **Hazing** - Hazing 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 (e.g., a club, athletic team, fraternity, or sorority); and (2) causes or creates a risk, above the reasonable risk encountered in the course of attendance at Simmons of physical or psychological injury. This includes, but is not limited to, any conduct in, or method of initiation into, any student organization, whether on public or private property, that willfully or recklessly endangers the physical or mental health of any student or other person.

Hazing includes, but is not limited to:

- branding, whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme and/or forced calisthenics, or other similar activity;
- exposure to weather;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- brutal treatment or forced physical activity that is likely to adversely affect the physical health or safety of any student or other person, or which subjects a student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law;
- 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.

It is not possible for any policy to anticipate every action or situation that could be considered hazing. When reviewing concerns, the College will evaluate the conduct within its full context and circumstances, using the definitions and standards outlined in this policy. Depending on the behavior involved, individuals may also be held accountable under additional Emmanuel College policies.

IV. REPORTING AND PREVENTION

A. If you believe that you are someone you know if experiencing behaviors or activities that could be considered hazing, you should report the incident to prevent continued or future acts from occurring. When reporting, assess the immediate needs of the situation. If there is a life threatening or dangerous situation, please contact local law enforcement authorities through 911.

B. If you are reporting an incident without an immediate life-threatening situation, Reports can be made in the follow manner:

- Contact Campus Safety at 617-735-9710
- Contact Susan K. Benzie, Senior HR Business Partner/Compliance, Training, and Title IX Coordinator via email or phone ([Link to these](#))
- Online Hazing Incident Reporting tool ([Link to these](#))

V. AMNESTY

Emmanuel College recognizes that students may be reluctant to report hazing activities with concerns about potential consequences for their actions. In cases of hazing, the College will grant amnesty from violations of alcohol or drug policies to students who file a report and/or who were victimized by an act of hazing. While amnesty is typically limited to violations involving the use of alcohol and drugs, determinations regarding amnesty are made on a case-by-case basis in the College's discretion.

VI. INVESTIGATION

- A. Reports of hazing will be investigated by Campus Safety in accordance with its established investigative procedures. When appropriate, Campus Safety will share its findings with the Dean of Students and/or Human Resources for consideration in any disciplinary processes outlined in the Student Handbook or Employee Handbook.
- B. Depending on the nature of the report, the Dean of Students or Human Resources may conduct additional follow-up, which can include speaking with individuals involved, reviewing documents, or taking other steps necessary to fully assess the situation. If applicable, the student conduct procedures in the Student Handbook may also be used.

VII. RETALIATION

- A. Retaliation against any student or employee for reporting potential or suspected hazing is strictly prohibited. Retaliatory acts or omissions against any student or employee for reporting potential or suspected hazing are deemed a violation of Emmanuel's Student Handbook and Employee Handbook, as applicable, and may also be deemed a violation of this and other Emmanuel's policies.

VIII. HAZING PREVENTION AND EDUCATION

- A. Emmanuel College will provide research-informed, campus-wide hazing prevention education for both students and employees. This programming will include information about the College's policies on hazing, how to report concerns, how the College reviews and investigates reported incidents, and an overview of applicable local and Massachusetts laws.

- B. Emmanuel's prevention efforts also focus on primary prevention and aim to reduce the likelihood of hazing before it occurs. This may include bystander intervention skills, guidance on ethical leadership, and strategies for building healthy group culture without hazing.
- C. All new students and employees are required to complete the College's hazing prevention training.

IX. CAMPUS HAZING TRANSPARENCY REPORT

- A. Emmanuel College shall develop a Campus Hazing Transparency Report ("Report") that summarizes findings concerning any recognized student organization found to be in violation of Emmanuel' standard of conduct relating to hazing, as defined in this policy. Starting December 1, 2025, Emmanuel shall make the Report available on its website and will update the Report by August 15 and December 15 of each subsequent year, in the manner required by law.

X. APPLICABLE LEGISLATION

- A. For reference, the federal Stop Campus Hazing Act and the Massachusetts hazing statutes (Massachusetts General Laws Chapter 269, Sections 17–19) can be accessed through the links provided below.
 - 1. **Federal Law:**
<https://www.clerycenter.org/scha-what-you-need-to-know>
 - 2. **Massachusetts State Law:**
<https://malegislature.gov/Laws/GeneralLaws/PartIV/Title1/Chapter269>