FURMAN UNIVERSITY

Furman University Hazing Policy

1. Hazing will not be tolerated at Furman University.
    a. University student groups (e.g., recognized student organizations [RSO], intramural, club, and varsity athletic teams and other recognized student groups) and individual students are prohibited from hazing.
    b. Hazing is prohibited in any form both on campus and off campus.
2. Definition of Hazing
    a. In accordance with applicable laws, "Hazing" means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against a student, regardless of that student's willingness to participate, that –
        i. was committed in connection with an initiation into, an affiliation with, or the maintenance of membership in, an organization (such as a club, society, association, athletic team, fraternity, sorority, or student government); and
        ii. causes or is likely to contribute to a substantial risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical training necessary for participation in an athletic team), of physical harm or psychological harm including –
            1. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
            2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
            3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
            4. causing, coercing, or otherwise inducing another person to perform sexual acts;
            5. any act that abuses one's power or authority over another;
            6. personal service;
            7. humiliation through verbal or physical actions;
            8. grooming or dressing requirements;
            9. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
            10. any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
            11. 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.
            12. This list does not and cannot encompass every circumstance that will cause the University to discipline a student for hazing.

Physical harm is not required for an action to be found to be hazing. Consent by the person against whom the hazing was directed is not a defense.

b. Furman University further prohibits any action taken toward a student or subset of students that is not universally applied to all members of that organization. The only exceptions to the requirement of universal application are University approved educational plans for new members, sanctions or other disciplinary measures assigned as a result of an organization's internal disciplinary process, and University, athletic, and military training approved by Furman employees.
c. For the purposes of this policy, hazing includes observation of hazing activities by individuals in a position to intervene but who fail to intervene, including organization officers/leaders who are aware of planned hazing activities and who condone and/or fail to prevent that hazing from occurring, regardless of their participation.

3. Reporting Hazing
   a. Allegations of Hazing – Any person having knowledge of any activity or conduct which may constitute hazing can report their concerns to the following university resources in-person or anonymously
      i. Online Report
      ii. Furman University Police Department – via phone at (864) 294-2111 or in-person at Estridge Commons
      iii. Student Life – via phone at (864) 294-2202 or in person at Trone Student Center, Suite 215
      iv. Live Safe App – available for iPhone or Android (choose Furman as School or Agency)
      v. The University will address hazing allegations reported anonymously based on the information provided, though an anonymous report may hinder the ability to respond effectively.
   b. Self-Reporting of Incidents – Student group leaders and members should immediately report any hazing incidents that occur within their organization to the Dean of Students Office, providing a detailed description of the events that have transpired, the names of any individuals involved, and a description of any actions taken by the organization. Upon receiving the report, the Dean of Students Office will investigate as described in this policy and the organization representative and relevant campus officials will be notified. The investigation and adjudication will proceed related to the policy violations by the individual(s) implicated in the report, unless information discovered in the investigation proves the incident to have been sanctioned by the organization. If the incident appears to have been sanctioned by the organization, a follow-up investigation into the organization's role may be undertaken. If the student organization is affiliated with a national organization, the national headquarters will be notified.
4. Investigation of Allegations and Charges
   a. Upon receiving a report of alleged hazing, the Assistant Dean of Student Conduct or designee ("Assistant Dean of Student Conduct"), in consultation with the

appropriate University officials, will conduct a preliminary assessment to determine if there is a reasonable basis for conducting an investigation into the alleged violation of University policies. This initial assessment will include a review of the information reported. This may include, but is not limited to:

i. Interview(s) with the person(s) who made the report
ii. Gathering information that would corroborate elements of the report

b. It is the University's discretion whether to forward a matter onto formal conduct proceedings.
c. If the Assistant Dean of Student Conduct determines at any point that a formal investigation is necessary, the case may be assigned to Student Life Investigator(s). The Assistant Dean of Student Conduct will notify the Student Organization Representative for the RSO, the RSO advisor, and any appropriate officials affiliated with the RSO's inter/national governing body of the start of any investigation. In cases where a student group does not have an established student representative, the parties responsible for the operations and functions of the student group will receive notice.
d. During an investigation and resolution of alleged student misconduct, the University may initiate interim action, if a student's presence or student group's continued functions constitute a threat or significant disruption to the community, to the physical safety and wellbeing of the accused or of any member or guest of the university community, or that an individual or group's presence threatens the orderly progression of university academic or extracurricular activities.
    i. Interim action can include, but is not limited to, restricted access to academic functions, campus facilities, and recognition as a student or student group in good standing.
    ii. Notice of interim action will be given to a Respondent as well as other parties pertinent to the interim action including but not limited to, national organizations, advisors, other organizations on campus, and the campus community.
    iii. A Respondent may request an appeal of interim action through a "show cause" meeting. The sole purpose of this meeting is to address concerns surrounding the interim action taken against the Respondent. The Vice President will determine whether a meeting is warranted based on the circumstances of the allegations. If a meeting is granted, the Vice President will meet with the Respondent within five (5) business days of receipt of the "show cause" meeting request. The Respondent may request to have a support person present with them during the "show cause" meeting.
    iv. The outcome of a "show cause" meeting can uphold, modify, or release the interim action issued against a Respondent. The outcome of this meeting does not supplant any pending or ongoing investigation or student conduct action to which a Respondent must address.
    v. "Show cause" decisions on interim action are deemed final until a student conduct proceeding has resolved the alleged misconduct violation(s).

e. During the course of the investigation, the Respondent may request to enter information into the record and may recommend specific witnesses to the investigator. Ultimately, determinations of relevance of information or witnesses will be determined by the investigator.
f. In completing the investigation, the investigator(s) may:
    i. Make contact (if possible) with the individual(s) who submitted the initial information.
    ii. Interview any individuals with relevant information.
    iii. Request relevant information from student group members (i.e. screenshots of text messages or pictures/videos) and note whether or not student group members were compliant in sharing requested information.
    iv. Provide relevant information at any point during the investigation to the Assistant Dean of Student Conduct related to interim measures.
    v. Require student group members, or a select group of student group members (i.e. all new members of the student group) to participate in an interview and may restrict communication between student group members during the interview (for example, sequestering student group members in a room and prohibiting interview participants from using their cell phone or other devices during the interview/sequestration).
g. Students participating in a formal investigation process are expected to participate in an active, cooperative and truthful manner. Failing to participate in any fashion, including failure to provide requested information or testimony, may constitute a violation(s) of the Code of Student Conduct. Additionally, the investigators will document these failures and the hearing body may make any inferences based on these failures.
h. The University will complete the initial investigation in a period of no more than 30 days, barring any exigent circumstances. In the event that exigent circumstances arise that will require a delay beyond 30 days, the University will notify the Respondent of the delay, including the reasons for the delay and the anticipated timeline for completing the investigation.
i. At the completion of the investigation, the investigator(s) will provide a written draft of the investigation report to the Assistant Dean of Student Conduct. The Assistant Dean of Student Conduct will review that report for accuracy or thoroughness and will make the final determination of the relevance of any information gathered during the investigation.
j. Upon completion of the final report, the Assistant Dean of Student Conduct will determine if it is appropriate to charge a Respondent with a hazing violation, in addition to any other student conduct charges. This information is provided in Notice to the Respondent, which will include the appropriate adjudication process the student conduct matter will follow.
k. If it is determined that no investigation is necessary, the report is documented and administratively closed. The Assistant Dean of Student Conduct may, at their discretion, notify the Respondent of the information received and that the matter is closed.

5. Adjudication
    a. Students and student groups are afforded the opportunity to have a case of alleged student misconduct heard before a hearing body.
    b. Resolution pathways available for an individual student will follow established protocol outlined in the Student Conduct Procedures section of the Student Handbook.
    c. When an alleged violation(s) by a student group includes a Student Conduct Code violation, the matter will be resolved by a Conduct Official (hereinto "Chair") as defined in the Student Conduct Procedures policy.
    d. The Chair will notify the student group of the alleged violation(s) at least three (3) business days prior to a hearing unless there is a reasonable need to waive this requirement. Additionally, the Chair may choose to notify the national office, advisor, or others pertinent to the resolution process.
    e. The Chair will review all pertinent information regarding alleged organization misconduct and determine whether the resolution of a student organization case can be addressed under any of the available resolution processes described in the Student Conduct Procedures section of the Student Handbook. All forms of resolution (informal and formal) will be documented for record-keeping purposes.
    f. In the case of a formal student conduct proceeding, the incident will be heard by a Review Panel consisting of the Chair and two students, selected as follows:
        i. Violations by Recognized Student Organizations will include two students appointed by the Student Government Association;
        ii. Violations by Governing Council Recognized Student Organizations will include two students appointed by the respective governing council;
        iii. For violations by Greek-letter organizations the IFC and Furman Panhellenic judicial/standards vice presidents will serve in rotation; and
            1. If the IFC or Furman Panhellenic judicial/standards vice president is a member of the accused organization or has a conflict of interest, the Chair will designate an alternate from the respective governing council to serve;
        iv. Violations by Athletic Recognized Organizations will include two student-athletes appointed by the Vice President for Intercollegiate Athletics or designee.
        v. Violations by any student group not addressed in the previous sub-bullets will default to a Review Panel consisting of a Chair and two students appointed by the Student Government Association.
    g. The Recognized Student Organization (RSO) Representative for the accused organization is expected to attend the hearing and present any relevant information related to the organization's alleged misconduct. The RSO Representative is also expected to address any questions asked of them by the Review Panel, regardless if the RSO Representative was directly involved in the organization's alleged misconduct or not. Alternatively, RSO Representative may submit a written statement and any relevant material for consideration in lieu of

active participation in a student conduct proceeding. This information must be provided to the Chair no less than one (1) business day prior to the proceeding.

h. The accused organization may bring a Support Person from the University's current faculty, staff, or student body to attend the hearing. Regardless of affiliation with the University, parents, guardians, and attorneys may not serve as a Support Person. The Support Person role is intended to comfort the accused organization's representative throughout the hearing. The Support Person may communicate with their organization's representative privately but may not address the hearing panel, question Witnesses, or have any other speaking role.
i. The accused organization has the opportunity to provide information on their own behalf during a Review Panel Hearing to address the alleged violation(s) of the Student Conduct Code. This may include documentation and witnesses that will be a part of the hearing process. The Chair will resolve any questions concerning procedure or the admission of information (including but not limited to, its relevancy and reliability).
j. The Chair may choose to call witnesses with information about the facts of the alleged violation. The accused organization will be given the opportunity to question all witnesses that appear during a Review Panel Hearing. The method of questioning will be determined by the Chair. The Review Panel may use any information and/or evidence to make a determination of responsibility.
k. By a majority vote, the Review Panel will make determinations of responsibility using the Preponderance of the Evidence as its standard of proof and, if responsible, assign action items.
l. Student organizations who fail to have a representative appear for a Review Panel Hearing will have the determination of responsibility and Action Item(s) made in their absence, based on all information available at that time. If the Chair determines a decision cannot be made without the accused student organization, the Review Panel Hearing may be postponed.
m. All decisions by the Review Panel will be presented to the Assistant Dean of Student Conduct for final approval.
n. The Chair will give notice of the outcome to the organization within five (5) business days unless there is a reasonable need for delay. Additionally, the Chair may choose to notify the national office, advisor, or others pertinent to the resolution process.

6. Individual and Organization Responsibility
   a. The University will, on a case-by-case basis, determine whether any violations of this policy are individual or organizational in nature.
   b. Furman University defines Organizational Activity as any activity, on- or off-campus, sponsored or endorsed by an organization recognized by Furman or any activity a reasonable person would associate with the organization. Organizational Activity is not defined by the number of members engaging in the activity.
   c. The following factors are taken into consideration when determining individual and/or organizational responsibility.

i. What knowledge did group members, group leadership, and/or advisors have of the alleged violation?
ii. What action did appropriate group leaders and/or advisors take in addressing/preventing the alleged violation?
iii. Were group members acting in concert, or did the individual's membership in the group serve as an impetus for the alleged violation?
iv. Did the violation arise out of a group sponsored, financed, or endorsed event?
v. Is there a pattern of individual violations that have occurred without proper action by the student group?

7. Action Items
   a. Action items for violations of this policy shall be administered by the Dean of Students office.
   b. Student groups subject to university jurisdiction and individual students found responsible for violations of this policy shall be sanctioned in accordance with the Student Handbook. For student groups, action items may include, but are not limited to, revocation of recognition, loss of university privileges such as the ability to host social events, to utilize campus facilities, and to represent the university.
   c. Action items imposed by the University for violations of this policy may be in addition to any penalty imposed for violation of the criminal laws of the State of South Carolina and for any violation of any other university policies.
   d. For groups that are formally associated with the University (e.g., varsity athletic teams, performing arts groups such as a marching band, or any other groups supported or sponsored by the University that are not required to register as student organizations), action items for violations of this policy shall be determined by the Dean of Students office in consultation with the administrative unit that supports the student group.
8. Campus Hazing Transparency Reporting
   a. Information on hazing incidents involving RSOs or other student groups established by the University is available here. This information includes:
      i. The student group involved in the incident.
      ii. A general description of the violation including whether it involved the abuse or illegal use of alcohol or drugs.
      iii. The findings of the University and any sanction imposed upon the RSO or University-established student group.
      iv. The dates on which
         1. The alleged incident occurred.
         2. The investigation into the incident was initiated.
         3. The investigation concluded with a finding that a hazing violation occurred.
         4. The institution provided notice to the RSO or University-established student group of the finding.
   b. The University will update the above information at least two times per year.

c. In accordance with the Family Educational Rights and Privacy Act (FERPA) and other applicable laws, information on hazing incidents will not include any personally identifiable information about students.
d. Information about hazing incidents shall be retained for no less than five calendar years from the date of publication.

9. Education and Prevention
    a. The University has established a research-informed campus-wide hazing prevention program that is designed to reach students, faculty, and staff, which includes:
        i. A statement of current policies relating to hazing, how to report incidents of hazing, and the process used to investigate such incidents of hazing, and information on laws applicable to hazing.
        ii. Primary prevention strategies intended to stop hazing before hazing occurs, which may include skill building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing.
    b. This education and prevention training is mandatory for (1) first-year and transfer students and (2) leaders of RSOs and other University-established student groups.
10. Retaliation
    a. It is both unlawful and a violation of Furman's Student Conduct Code for members of the Furman community to retaliate against any individual who files a complaint, testifies, or participates in any manner in an investigation or proceeding. The respondent, those supporting the respondent, the complainant, and/or those supporting the complainant are prohibited from retaliating (including but not limited to intimidating, threatening, coercing, or in any way discriminating against the individual) because of the individual's complaint or participation. **Furman will vigorously enforce this prohibition against retaliation.**
11. Applicability of Policy and Procedures
    a. Effective 6/23/25, in the case of allegations of Hazing, unless otherwise stated, this Policy supersedes and applies in lieu of all other procedures and policies set forth in other University documents.