

G-029.1 HAZING INVESTIGATION

This policy reflects SMSU's unwavering commitment to ensuring a safe and supportive campus environment. Hazing prevention is a shared responsibility, and we urge all members of our community to uphold these standards.

Investigation Process

Student hazing reports or complaints are investigated through University Public Safety or trained campus investigators.

Employee hazing reports or complaints are investigated through Human Resources or trained campus investigators.

When an incident of hazing is reported, the institution will:

1. Conduct a preliminary review to assess the validity of the claim.
2. Initiate a formal investigation led by trained personnel.
3. Interview involved parties and collect evidence.
4. Determine appropriate disciplinary actions based on findings.
5. Provide support resources for affected individuals.

Education and Awareness Strategies

Campus education on hazing will be offered through the Student Conduct office and will include the following approaches:

- **New Member Orientation-** Specialized online training for incoming students, employees, and organization members to reinforce anti-hazing policies and expectations.
- **Social Media Campaigns-** Raising awareness through infographics and content that empowers individuals to recognize, report, and prevent hazing while fostering a culture of respect and inclusion.
- **Peer-Led Initiatives-** Student-led campaigns and mentorship programs to promote a culture of accountability.

Prevention Strategies

To proactively eliminate hazing, we emphasize:

- Bystander Intervention Campaign (https://www.standup-international.com/us/en/training/landing/?gad_source=1&gad_campaignid=18133469180&gbraid=0AAAAADrycwtW2_1Q9IVzFq1gJukckPAN9&gclid=Cj0KCQjwglXCbHDBARIsAELC9ZifDMK6L-SnzOOZxLI1bpVvUgpmSKQGnqEzJKRCozbr0QTddhw1nK0aAjo-EALw_wcB&gclsrc=aw.ds) – Encouraging individuals to recognize and disrupt harmful behaviors by utilizing the 5 Ds of bystander intervention, Direct, Distract, Delegate, Delay, Document.
- "Practicing Values-Based Leadership & Decision Making (<https://stophazing.org/resources/workshops-trainings/practicing-values-based-leadership-decision-making/>)" from StopHazing's Hazing Prevention Consortium – Training student leaders to foster positive, inclusive group dynamics.
- "Making Space for Leaders to Change (<http://catalog.smsu.edu/policies-procedures/g0291/file:///C:/Users/pg4652me/Desktop/Hazing%20updates/Making%20Space%20for%20Leaders%20to%20Change%22%20from%20StopHazing/>)" from StopHazing's Hazing Prevention – Promoting team-building activities that reinforce respect and trust without hazing for group cohesion.

Related Documents

Federal Law: Title 20 USC 1092 ([http://uscode.house.gov/view.xhtml/?req=\(title:20%20section:1092%20edition:prelim\)\)](http://uscode.house.gov/view.xhtml/?req=(title:20%20section:1092%20edition:prelim))))

Minnesota State Law: 135A.155 HAZING POLICY. (<https://www.revisor.mn.gov/statutes/cite/135A.155>)

Board Policy: Board Policy 3.6 Student Conduct (https://www.minnstate.edu/board/policy/306.html#:~:text=Hazing%2C%20whether%20occurring%20on%20or,the%20student%20code%20of%20conduct))

G-029, "Hazing (<http://catalog.smsu.edu/policies-procedures/g029/>)"

SMSU Athletics Policy: SMSU Student Athlete Handbook

(https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fsmsumustangs.com%2Fdocuments%2F2024%2F8%2F12%2FSMSU_Student-Athlete_Handbook_24-25.pdf&data=05%7C02%7CDave.Hemp%40smsu.edu%7C6c8339fb544f42a5badc08dda43bf61c%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C638847299631542728%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIslIAiOiJXa%3D%3D%7C0%7C%7C%7C&sdata=Eq9HpEWWqhea4NVZnqK1C9d5sLj1Cz5OyAgHBuQDz9g%3D&reserved=0)

Policy History

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Date of Last Review:

Date and Subject of Amendments

7/1/2025 - Initial creation of procedure