

 UNIVERSITY OF DENVER	UNIVERSITY OF DENVER POLICY MANUAL INTERIM HAZING POLICY	
<u>Responsible Department:</u> Campus Safety <u>Recommended By:</u> Chief of Campus Safety, Vice Chancellor for Student Affairs <u>Approved By:</u> Chancellor	<u>Policy Number</u> SAFE 7.10.012	<u>Effective Date</u> 6/23/2025

I. INTRODUCTION

- A. The University is committed to promoting a safe, welcoming, and inclusive environment for its students.
- B. The University recognizes that hazing presents a serious risk to the health and safety of students.
- C. The University requires Responsible Employees and Campus Security Authorities to report incidents of hazing as set forth in this Policy.

II. POLICY OVERVIEW

- A. The University prohibits hazing as set forth in this Policy and the University of Denver Honor Code.
- B. Hazing is also prohibited by Colorado law.
- C. The University of Denver [Honor Code](#) sets forth the definitions of hazing.
- D. The University requires Responsible Employees to report incidents of hazing.

III. PROCESS OVERVIEW

A. Addressing Reports of Hazing

The University will address reported incidents of hazing through the Office of Student Rights and Responsibilities in accordance with the process set forth in the University of Denver Honor Code.

B. Duty to Report/Reporting Process

- 1. The University requires Responsible Employees who have witnessed or may

otherwise have knowledge of hazing to promptly report such conduct to the University. A Responsible Employee is any employee of the University who is not specifically designated as a Confidential Employee pursuant to Section III.A.1 of the University's Reporting by University Employees of Disclosures Relating to the University's Discrimination and Harassment Policy.

2. For purposes of complying with this Policy, Responsible Employees include student workers, such as Graduate Teaching Assistants (GTAs), Graduate Research Assistants (GRAs), Resident Assistants (RAs), and all other student workers, when a disclosure is made to them in the context of their employment/professional duties on behalf of the University.
3. For purposes of reporting disclosures of alleged acts of hazing involving University students, Responsible Employees also include any advisors to or coaches of Student Organizations (as defined in the University's Honor Code), even if those individuals are not employed by the University.
4. Responsible Employees must use the [Student Rights & Responsibilities Incident Reporting Form](#) to report incidents of hazing. Responsible Employees are not permitted to submit an anonymous report to discharge their responsibilities under this Policy.
5. If a Responsible Employee fails to timely report incidents of hazing, the employee may be referred to the Division of Human Resources & Inclusive Community or the Vice Provost for Faculty Affairs, as applicable, for appropriate corrective action.
6. The University also requires Campus Security Authorities (CSAs), as defined in the University's Clery Act Compliance Policy, who have witnessed or may otherwise have knowledge of hazing, to promptly report such conduct to the University in accordance with the University's Clery Act Compliance Procedures.
7. The University also strongly encourages students who have experienced, witnessed or may otherwise have knowledge of hazing to report such conduct to the University.

C. Training

1. The University is committed to educating all community members through prevention and awareness programs related to hazing.
2. The University will make available research-informed prevention and awareness programs to all students and employees.

D. Campus Hazing Transparency Report

1. Consistent with its obligations under the Stop Campus Hazing Act, the University will publish a Campus Hazing Transparency Report summarizing the findings concerning any Student Organization found to be in violation of the University of Denver Honor Code's prohibitions relating to hazing.
2. The University will publish the Campus Hazing Transparency Report on the University's Hazing Transparency webpage.

IV. DEFINITIONS

None

V. RESOURCES

- A. [Stop Campus Hazing Act](#)
- B. Colorado Revised Statutes §18-9-124
- C. University of Denver Hazing Transparency [Webpage](#)

Revision Effective Date	Purpose