

William Paterson University Policy

Campus Activities, Service and Leadership and Office of Student Conduct Policy

SUBJECT:	Hazing Policy	TITLE:	University Wide Hazing Policy		
CATEGORY: Check One	Board of Trustees <input type="checkbox"/>	University <input checked="" type="checkbox"/>	Functional <input type="checkbox"/>	School/Unit <input type="checkbox"/>	
Responsible Executive:	Director, Campus Activities, Service and Leadership, and Director of Student Conduct		Responsible Office:	Campus Activities, Service and Leadership, and Student Conduct	
CODING:		ADOPTED:	12/14/2011	AMENDED: 7/8/2025	
LAST REVIEWED: 7/8/2025					

PURPOSE:

William Paterson University recognizes that hazing is a destructive act that is counterproductive in any setting. Acts of hazing in any form are not tolerated.

DEFINITIONS:

Hazing is defined as any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing is the 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 persons to participate. In addition, hazing is illegal as defined by the Stop Campus Hazing Act H.R. 5646 and the New Jersey Code of Criminal Justice Section 2C:40-3 - Hazing; Aggravated Hazing.

Student Organization is defined as an organization at the institution (such as a club, society, association, athletic team, club sports team, fraternity, sorority, band or student government) in which two or more of the members are students enrolled at the institution, whether or not the organization is established or recognized by the institution.

ACCOUNTABILITY

The Office of Campus Activities, Service and Leadership and the Office of Student Conduct are responsible for enforcing this policy. The Office of Campus Activities, Service and Leadership, in conjunction with Campus Police as necessary, will investigate complaints regarding hazing allegations. The Office of Student Conduct will adjudicate violations via the [Student Code of Conduct](#).

POLICY

Any person who participates in an act of hazing is subject to disciplinary action. Acts of hazing include, but are not limited to, the following:

Subtle Hazing

Behaviors that emphasize a power imbalance between potential and new members / rookies and other members of the organization, group or team. Termed “subtle hazing” because these types of hazing are often taken for granted or accepted as “harmless” or meaningless. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place potential and new members / rookies on the receiving end of ridicule, embarrassment, and/or humiliation tactics. Potential and new members / rookies often feel the need to endure subtle hazing to feel like part of the group or team. (Some types of subtle hazing may also be considered harassment hazing).

- Deception
- Assigning demerits
- Silence periods with implied threats for violation
- Deprivation of privileges granted to other members
- Requiring new members / rookies to perform duties not assigned to other members
- Socially isolating new members / rookies
- Line-ups and Drills / Tests on meaningless information
- Name calling
- Requiring “military” behaviors, such as standing at attention, walking in straight lines, rounding corners, etc.
- Requiring new members / rookies to refer to other members with titles (e.g. Mr., Miss) while they are identified with demeaning terms
- Expecting certain items to always be in one’s possession

Harassment Hazing

Behaviors that cause emotional anguish or physical discomfort in order for potential and new members / rookies to feel like part of the group. Harassment hazing confuses, frustrates, and causes undue stress for potential and new members/rookies. (Some types of harassment hazing can also be considered violent hazing). Some Examples:

- Verbal abuse
- Threats or implied threats
- Asking new members to wear embarrassing, humiliating, or conspicuous attire
- Stunt or skit nights with degrading, crude, or humiliating acts
- Expecting new members/rookies to perform personal service to other members such as carrying books, errands, cooking, cleaning, etc.
- Sexual simulations

- Expecting new members / rookies to be deprived of maintaining normal schedule of bodily cleanliness
- Be expected to harass others

Violent Hazing

Behaviors that have the potential to cause physical and/or emotional, or psychological harm. Some Examples:

- Causing, coercing, or otherwise inducing sleep deprivation
- Causing, coercing or otherwise inducing another person to consume food, liquid, alcohol, drugs or other substances
- Whipping, beating, striking, electronic shocking, paddling, placing of a harmful substance on someone's body, or other forms of assault
- Causing, coercing or otherwise inducing another person to perform sexual acts
- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct
- Branding
- Forced or coerced ingestion of vile substances or concoctions
- Burning
- Water intoxication
- Expecting abuse or mistreatment of animals
- Public nudity
- any activity against another person that includes a criminal violation of local, state or federal law
- Bondage
- Abductions and kidnaps
- Exposure to cold weather or extreme heat without appropriate protection
- Confinement in small spaces
- Extreme calisthenics or similar activity

Hazing Awareness and Education

William Paterson University provides various educational resources and support to help educate students, faculty, and staff about hazing prevention. These include:

- Nationally recognized online training modules to educate, recognize and prevent hazing are required as part of the Greek Organization New Member Education Policy. Students must pass the course before joining a fraternity or sorority.
- Workshops and seminars on hazing awareness, prevention and by-stander obligations are offered to the university community during National Hazing Prevention Week

- Hazing information is included in the Student Athlete Handbook and coaches address it during the start of the year meetings.
- Support for students affected by hazing is available for free at Counseling, Health and Wellness.
- Access to national hazing prevention organizations and programs that includes [Hazing Prevention Network](#), [Stop Hazing](#) and [Clery Center](#).

Date: 07/08/2025

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