



## **2025 Stop Campus Hazing Act Report**

July 1, 2025

*St. Olaf College prohibits all forms of unlawful discrimination in any education program or activity that it operates. Individuals may report concerns or questions to the Director of Equal Opportunity. The notice of nondiscrimination is located at <https://wp.stolaf.edu/nondiscrimination/>.*

St. Olaf College complies with the Stop Campus Hazing Act (SCHA) of 2024.

This act requires post-secondary institutions to:

- **Maintain Hazing policies with information on how to make a report of hazing, the process used to investigate hazing incidents, and that promotes hazing prevention and awareness programs**
- **Include all Hazing incident statistics in Annual Security Reports starting in 2026.**
- **Post the annual SCHA report to our website annually (starting July 2025) with updates twice per year (July and December).**

St. Olaf College policy on Hazing can be found in The Book, the Student Code of Conduct that is issued to each student at the start of each Academic year and available online in the Student Portal. This policy can also be found in the College's Annual Security Report and in this report below.

Educational and outreach programs are wide-ranging and on-going throughout the academic year in all areas of campus life to include Athletics, Student Activities, and Residential Life among others. These programs use peer-reviewed research to educate about Hazing, how to report Hazing and who to report to.

The SCHA report is compiled by the Department of Public Safety and only contains reports of Hazing that have been reported, investigated and substantiated. The details of this report include:

- **The name of the student organization involved**
- **A general description of the violation that resulted in a finding of responsibility; and**
- **Related dates (the date of the alleged incident, the date of the initiation of the investigation, the date the investigation ended with a finding, and the date notice was provided to the organization of the finding)**

### **Anti-Hazing Policy**

In keeping with its commitment to a positive academic and social environment, St. Olaf College prohibits hazing by students, student organizations, athletic teams and ensembles, and employees. It is the college's expectation that new members will be welcomed into student organizations, athletic teams, and ensembles in public settings on campus, with advisors, coaches or conductors present, and that the welcoming activities will be positive and affirming.

St. Olaf College interprets hazing as an act done by one or more individuals, whether physical, mental, emotional, or psychological, which subjects another person voluntarily or involuntarily in any fashion compromise their dignity as a person by virtue of their status as a new member. Such activities and situations include, but are not limited to:

- **Physical contact or punishment, exercise, or sleep deprivation that causes excessive fatigue and/or physical and psychological shock**

- Coerced or forced consumption of food, drink, alcohol, tobacco, illegal drugs
- Coerced or forced transportation of individuals
- Public test, humiliation, ridicule, indecent exposure, nudity
- Coercing or forcing illegal acts
- Forcing, requiring, or pressuring the participation in any activity that is unlawful, perverse, publicly indecent, or contrary to the individual's moral beliefs
- Interfering in an individual's academic, athletic, health, or personal success
- Personal servitude to others
- Mental harassment
- Sexual harassment
- Collective behavior such as marching, dressing alike, line-ups, etc.
- Tattooing or branding
- Deception or threat contrived to convince a new member that they will not be permitted to join or that their continued participation is doubtful
- Threat of social exclusion
- Any activity that involves the use of alcohol or any controlled substance in violation of the college's Alcohol and Other Drug Policy or the laws of the State of Minnesota
- Any activity that is not in accordance with the college's established policies

In addition to the foregoing, it is a violation of this policy for any student or employee of St. Olaf to participate in or fail to report any known or suspected incidents of hazing.

Hazing often occurs for the purpose of being initiated into, affiliating with, holding office in or maintaining membership in a given organization. An individual subjected to hazing may not be aware that what is occurring constitutes hazing or may not feel empowered to refuse participation. Perceived, implied or expressed consent to hazing does not make it acceptable under this policy.

For the purpose of clarity, the college offers two guidelines for returning members to keep in mind as they welcome new members and introduce them to the group, team, organization, or ensemble:

- Any activity or practice that new members are required or encouraged to participate in by virtue of their status as a new member presumptively constitutes hazing.
- Any activity or practice that is considered a "tradition" should be examined in light of the guidance given above. "Tradition" is not a justification for hazing.

## **Anonymous Reporting**

Anyone may report hazing anonymously by calling the Campus Conduct Hotline: 866-943-5787.

### **Voluntary Reporting of Hazing**

Policy Exception for Students Reporting Hazing:

A student who reports activity that may fall within the definition of hazing and who cooperates fully as a witness in any investigation into allegations of hazing will have exception from the St. Olaf disciplinary sanctions related to the hazing even if his or her own conduct violated the hazing policy, unless the conduct the student engaged in caused physical harm or violates the policy on sexual misconduct. This exception applies only to the St. Olaf College Code of Conduct, and does not extend to violations of applicable laws.

Organizational Exception for Hazing:

Members of an organization, group, or team who are concerned that some of the organization's activities do not comply with St. Olaf's hazing policy should consult the Dean of Students Office.

An organization that fully discloses past or recent behavior in violation of the Hazing Policy will receive assistance as the group develops a new plan to replace the activities in question. With this disclosure, the organization will not face college disciplinary action for the activities disclosed, unless the conduct engaged in caused physical harm or violated the policy on sexual misconduct. This exception applies only to the St. Olaf College Code of Conduct, and does not extend to violations of applicable laws.

*These instances are one-time-only exceptions to the St. Olaf College Code of Conduct.*

### **Official Reports and Investigations of Hazing**

Students have the right and are encouraged to file a complaint of hazing at any time, regardless of when the incident occurred.

Any instance of suspected hazing should be reported to the Dean of Students Office (507-786-3615). If deemed appropriate, charges will be made and college disciplinary procedures followed. Disciplinary action may be taken against individuals and/or groups.

Individuals or groups found in violation may be subject to the following sanctions:

- Written reprimand
- Appropriate educational tools (such as reflection papers, counseling, letters of apology, and directed study)
- Probation
- Loss of Season/Performances/Recognition
- Suspension of Activity
- Any other disciplinary action the college deems appropriate

### **Retaliation**

Retaliating directly or indirectly against a person who has reported known or suspected hazing, or who has

participated in an investigation of a complaint of hazing, is strictly prohibited. Retaliation includes but is not limited to ostracizing the person, pressuring the person to drop or not support the complaint or to provide false or misleading information, or otherwise engaging in conduct that may reasonably be perceived to affect adversely that person's educational, living, or work environment.

### **A Note for Student Leaders**

The opportunity to be a leader at St. Olaf College can be one of the defining aspects of your experience in college. Team captains, music ensemble officers, and club sport or organizational leaders develop skills that serve them throughout their lives, and set the stage for lifelong friendships.

The challenge that accompanies this role is that leaders are held to a higher standard by peers, conductors, coaches, advisors, and the college. When hazing occurs in an organization, leaders often become the focus of the issue, and they are held to account for the actions of those they lead. Leaders may be held individually responsible as well.

### **Hazing Statistics for 2025:**

- January to July 2025: 0 incidents reported, investigated, and/or adjudicated
- August to December 2025: (To be updated in December 2025)