

Wingate University Hazing Policy

Wingate University seeks to foster a community of caring. We expect our students to intervene in times of need and help one another make good decisions. By caring for our community, Wingate creates an environment that fosters respect, accountability, and well-being. **Hazing has no place in our campus community.**

This policy aligns with the federal [Stop Campus Hazing Act](#) and applicable laws of the State of North Carolina. It will be incorporated by reference in the **Student Handbook, Student-Athlete Handbook, Registered Student Organizations policy**, and the **Employee Handbook**.

Definitions

“Hazing” is defined as “any 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 person or persons to participate, that (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (e.g., a club, athletic team, fraternity, or sorority); and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the University or the organization, of physical or psychological injury.

Examples of activities that may constitute hazing include, but are not limited to:

- Physical abuse, forced consumption of alcohol or other substances, sleep deprivation, extreme calisthenics, humiliation, or public stunts;
- Placing another person in reasonable fear of bodily harm through threatening words or conduct;
- Beating, striking, electronic shocking, or placing harmful substances on someone’s body;
- Causing or coercing another person to experience sleep deprivation, exposure to the elements, or confinement in a small space;
- Causing or coercing another person to consume food, liquid, alcohol, drugs, or other substances;

- Coercing another person to perform sexual acts;
- Coercing another person to perform a duty or task that constitutes a violation of University policy or local, state, tribal, or federal law;
- Any other activity inconsistent with the Mission, policies, and values of Wingate University.

Organization at the University

An “organization at the University” refers to any club (registered student organization), society, association, athletic team, club sport team, band, Greek organization, or student government entity in which two or more members are enrolled Wingate students, whether or not the organization is formally recognized by the institution.

Reporting Hazing

Anyone who believes they have witnessed or experienced hazing—or who is aware of a potential hazing incident—should report the matter immediately.

Mandatory reporters: All faculty, staff, and Registered Student Organization (RSO) advisors must report suspected hazing.

Reports may be made to:

- Office of Community Standards: 704-233-8023
- Campus Involvement: 704-233-8996
- Wingate Campus Safety: 704-233-8999
- Online Reporting: [Maxient Reporting Form](#)

Wingate University takes all reports of hazing seriously. Reports will remain confidential to the extent required by law.

Investigative Process

When a hazing incident is reported, the University will:

- Conduct a thorough investigation led and/or coordinated by the Office of Community Standards, including (as relevant) interviews, review of social media,

security footage, and other evidence;

- Collaborate with organizational headquarters, Campus Safety, and/or local law enforcement when necessary;
- Provide appropriate interim measures, resources, and support for affected individuals; and
- Hold responsible individuals and/or organizations accountable under the **Code of Community Standards, Registered Student Organization Policy, Athletics Policies, the Employee Handbook**, and/or other applicable University policies.

Sanctions

Individuals: Students found responsible for hazing may face disciplinary actions including probation, suspension, expulsion, and/or referral for criminal prosecution.

Organizations: Organizations found responsible may face probation, loss of University recognition, and/or other sanctions as provided by the Student Organizations Handbook or other policies.

Employees: Employees who fail to report hazing, facilitate hazing, or actively participate in hazing will face disciplinary action up to and including termination, and may also be referred for criminal prosecution.

Retaliation

Retaliation against any person who reports hazing, cooperates with an investigation, or participates in enforcement of this policy is strictly prohibited. Individuals or organizations found to have engaged in retaliation will be subject to disciplinary action consistent with the sanctions above and will meet with the Office of Community Standards.

Annual Reporting & Transparency

To comply with the *Stop Campus Hazing Act*, Wingate University will disclose all hazing incidents reported to campus security authorities or local law enforcement in its **Annual Security and Fire Safety Report**. The report will include:

- University policies and procedures regarding hazing;
- Descriptions of hazing prevention and awareness programs;
- A Campus Hazing Transparency Report summarizing findings of investigations involving student organizations; and
- Other information as required by law or regulation.

Applicable Laws

In accordance with North Carolina General Statutes and federal law:

- Hazing resulting in physical injury is a criminal offense;
- The consent of the person being hazed or the assumption of risk is not a defense; and
- Institutions are required to take reasonable steps to address hazing incidents and comply with reporting and transparency requirements.

Hazing Prevention Efforts

- All faculty, staff and students are encouraged to complete an online Hazing Prevention module. This module reviews important information on hazing, effects and consequences of hazing, addressing and prevention, and understanding how we can all be part of creating a safe campus.
- In-person training is also encouraged for all registered student organizations as part of their leadership training every fall.
- Hazing will also be discussed at Orientations and Bulldog Beginnings as we work to ensure our newest Bulldogs are prepared to be good bystanders and keep the community safe.