



Anti-Hazing Policy

Purpose

- To establish The Iliff School of Theology's ("Iliff" or "School") Anti-Hazing Policy ("Policy")
- To declare that Hazing will not be tolerated at Iliff.
- To explain how Iliff will enforce the Policy
- To identify resources for reporting violations of the Policy

Policy Declaration

The Iliff School of Theology does not tolerate hazing. Hazing is prohibited for any Iliff recognized or sanctioned organization, student, or other person associated with an organization operating under the sanction of or recognized by Iliff. Organizations or individuals found responsible for hazing under this Policy, whether occurring on or off campus, may be subject to disciplinary action by the School, and may also face criminal charges under Colorado state law. (Colorado Revised Statutes. Title 18. Criminal Code § 18-9-124.)

It is a violation of this Policy to retaliate or take adverse action towards any person for reporting an alleged violation of this Policy or for cooperating with a School investigation related to this Policy.

For the purposes of this Policy, it shall not be a defense that the consent of the student was sought or obtained or that the conduct was sanctioned or approved by the organization.

Application

This Policy applies to the following:

- Iliff Students
- Any organization operating under the sanction of or recognized as an organization by the School, including, but not limited to, the following:
 - Student Senate and Independent Student Organizations (ISOs)
 - Religious or Belief/Practice student groups (e.g., United Methodist, Anglican, Lutheran, Universalist Unitarian, Disciples of Christ, United Church of Christ, Muslim, Jewish, Buddhist, Wiccan)
 - Any other organization, planning team, committee, or group affiliated with School departments, offices, or classes.
- Other persons associated with a School-sanctioned or recognized organization, including, but not limited to, the following:
 - Members or participants in the organization
 - Advisors (including faculty or staff of Iliff who serve in this capacity)
 - Alumni of the organization or Iliff
 - Iliff faculty, staff, and volunteers

- Representatives of external organizations having an association with or interest in Iliff-sanctioned or recognized organizations or activities

This Policy applies to any acts of hazing occurring on or off campus.

Definitions

Hazing

Under the Federal Stop Campus Hazing Actⁱ, “hazing” occurs when a person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a student into or with an organization, or for the purpose of continuing or enhancing a student’s membership or status in an organization, causes, coerces or forces a student to do any of the following:

1. Violate Federal, State, or Municipal law or Iliff policy or procedure;
2. Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the student to a risk of emotional or physical harm;
3. Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements;
4. Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment;
5. Endure brutality of a sexual nature;
6. Endure any other activity that creates a reasonable likelihood of bodily injury to the student.

Hazing shall NOT include reasonable and customary athletic, law enforcement or military training, contests, competitions or events.

Organizational Hazing

“Organizational hazing” occurs when an organization intentionally, knowingly or recklessly promotes or facilitates a violation of hazing.

Students

For purposes of this Policy only, a student is defined as “an individual who attends or has applied to attend or has been admitted to Iliff.”

Retaliation

Retaliation includes, but is not limited to, verbal or implied threats, physical or psychological abuse, intimidation, harassment (verbal or written), isolation, or any other action intended to create a hostile environment for the intended target of the retaliation.

Reporting Violations Of This Policy

Iliff strongly encourages all members of the Iliff community who believe they have witnessed, experienced, or are aware of conduct that constitutes hazing to report the conduct to the Office of the Dean, the Title VI/Title IX Coordinator, Campus Safety and/or the appropriate police agency. Anonymous reports may also be submitted.

For any Hazing concerns:

The Office of the Dean

Cathie Kelsey, Senior Vice President for Academic Affairs and Dean of the Faculty

Phone: 303-765-3103

Email: ckelsey@iliff.edu

Diane Bogues, Associate Dean of Students

Phone: 303-765-3106

Email: dbogues@iliff.edu

Title VI/Title IX Coordinator

Caran Ware Joseph, COO and Title VI/Title IX Coordinator

Phone: 303-765-3111

Email: cwarejoseph@iliff.edu

DU Campus Safety

DU Campus Safety (emergency)

Phone: 303-871-3000

DU Campus Safety (non-emergency)

Phone: 303-871-2334

Enforcement

Reported allegations of hazing will be investigated by the School, or other appropriate investigating agencies, and, if violations are found, individuals and organizations will be held accountable by the relevant School entity that has authority over the individual (e.g., Dean's Office or President's Office).

Violations may result in disciplinary actions for individuals or organizations, which can include, but are not limited to, written warnings, probation, fines, loss of privileges, loss of recognition, mandatory training or education, loss of salary increase, administrative leave, suspension, expulsion, revocation of tenure, and/or termination of employment. Such penalties shall be in addition to any other penalties imposed for violating state criminal law or any other School rule or policy.

School Report

The School will maintain a report of all violations of this Policy, or of Federal or State laws related to hazing that are reported to the School. The School will update the Campus Hazing Transparency Report biannually on June 1st and December 1st and will publish the report on Iliff's website.

ⁱ In accordance with Colorado State Law "Hazing" is defined as "any activity by which a person recklessly endangers the health or safety of or causes a risk of bodily injury to an individual for purposes of initiation or admission into or affiliation with any student organization; except that "hazing" does not include customary athletic events or other similar contests or competitions, or authorized training activities conducted by members of the armed forces of the state of Colorado or the United States. (Colorado Revised Statutes. Title 18. Criminal Code Section 18-9-124.)

(2)(b) "Hazing" includes but is not limited to:

(I) Forced and prolonged physical activity;

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- (II) Forced consumption of any food, beverage, medication or controlled substance, whether or not prescribed, in excess of the usual amounts for human consumption or forced consumption of any substance not generally intended for human consumption;
 - (III) Prolonged deprivation of sleep, food, or drink.

(3) It shall be unlawful for any person to engage in hazing.

(4) Any person who violates subsection (3) of this section commits a class 3 misdemeanor.