Northwestern Oklahoma State University Anti-Hazing Policy

I. Purpose

Northwestern Oklahoma State University (NWOSU) is committed to providing a safe and welcoming learning environment for all students. This policy is established to comply with the federal Stop Campus Hazing Act and relevant Oklahoma state laws, ensuring the prevention, reporting, and enforcement of anti-hazing measures.

Other Campus Policies

Non-Discrimination and Harassment Statement

NWOSU's policy complies with federal regulations. NWOSU does not discriminate against any individual based on race, color, creed, religion, alienage or national origin, citizenship status, age, sex, gender identity, disability, sexual orientation, genetic information, marital status, veteran status, or any other characteristic protected by applicable federal, state, or local law in any of its policies, practices, or procedures. This policy includes, but is not limited to, admissions, employment, financial services, residential life, educational programs, and other activities the university operates. NWOSU demonstrates a zero-tolerance environment related to any type of discrimination or harassment.

Retaliation Policy

NWOSU prohibits retaliation against anyone who has submitted a complaint for discrimination, harassment, or sexual misconduct under this policy or local, state, or federal laws. NWOSU also prohibits retaliation against someone participating in an investigation or assisting another to submit a complaint of discrimination or harassment.

The following person serves as the Title IX Coordinator for the entire NWOSU community:

Calleb Mosburg
Vice President for Student Services and Enrollment Management
Title IX Coordinator
Northwestern - Alva
Ryerson Hall 126
Phone: (580) 327-8415
cnmosburg@nwosu.edu

If you are experiencing retaliation, are aware of retaliation, or have any concerns, please report immediately using the forms provided on the Vice President of Student Affairs webpage.

Policy Statement

Hazing is prohibited at Northwestern Oklahoma State University (NWOSU). Hazing is any conduct committed as part of a person's recruitment, initiation, pledging, admission into, or affiliation with a student organization, athletic team, or living group (collectively student groups") or any pastime or amusement engaged in with respect to such a student group that causes, or is likely to cause, bodily danger or physical harm or serious psychological or emotional harm, to any student or other person attending NWOSU, including causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the person to risk of such harm, regardless of the person's willingness to participate. "Hazing" does not include customary athletic events or other similar contests or competitions. This prohibition applies to conduct that may occur both on and off campus. In compliance with the Stop Campus Hazing Act and relevant Oklahoma state laws, NWOSU will implement procedures and programs, including offering students and employees hazing prevention training and programming, implementation of a mandatory reporting procedure, incorporating hazing reports into the annual Clery Report, and publication of a Campus Hazing Transparency Report.

II. Stop Campus Hazing Act Definitions

Hazing- 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

- **(I)** is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- **(II)** causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including
  - **a.** whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
  - **b.** causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
  - **c.** causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
  - **d.** causing, coercing, or otherwise inducing another person to perform sexual acts;
  - **e.** any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
  - **f.** any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
  - **g.** any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Student Organization - The term "student organization" means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity 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 of higher education, whether or not the organization is established or recognized by the institution.

Prohibited Conduct

All forms of hazing as defined herein, including physical, psychological, and cyber hazing, are strictly prohibited in any university-affiliated activity, group, or organization, including athletics. Consent is not a defense to hazing.

IV. Reporting and Investigation

1. **Mandatory Reporting** - Faculty, staff, and students must report any hazing incidents. Reports can be made using the forms provided on the Vice President of Student Affairs and Enrollment Management webpage.
2. **Investigation Procedures** - All reports will be reviewed and investigated in compliance with university policies and applicable laws.
3. **Protection from Retaliation** - Retaliation is any adverse action taken against a person because of that person's participation in protected activity. In accordance with the member universities' non-retaliation policies, RUSO and the member universities strictly prohibit retaliation against any person for making any good-faith report.

V. Enforcement and Sanctions

1. **Student Organizations and Athletics** - Organizations and athletic teams found responsible for hazing will face disciplinary action, including suspension, expulsion, or other sanctions. Refer to Appendix 21 OK Stat§ 21–1190-part D (2020)
2. **Individuals** - Students or employees found responsible for hazing may face disciplinary actions such as suspension, expulsion, termination, or legal consequences. Refer to Appendix for 21 OK Stat§ 21–1190-part E (2020)
3. **Legal Compliance** - NWOSU will report hazing incidents to local law enforcement as required by law in compliance with 21 OK Stat§ 21-1190 (2020)

VI. Education and Prevention

1. NWOSU **will** implement annual training for students, faculty, staff, and athletic teams on hazing prevention. Training will be available in-person and online.
2. Educational materials and resources will be made available online.
3. NWOSU Ranger Connection course for new students, along with Freshmen Orientation and Transfer Orientation, will include anti-hazing awareness and reporting procedures.

VII. Public Disclosure NWOSU will maintain and publicly disclose hazing violations, in compliance with the **Stop Campus Hazing Act,** on the university website, ensuring transparency and awareness.

VIII. Policy Review and Amendments This policy will be reviewed annually and updated as needed to remain in compliance with federal and state laws. The Hazing Compliance Committee is responsible for ensuring adherence to this policy.

IX. Contact Information
For more information or to report hazing, please contact:

Calleb Mosburg
Vice President for Student Services and Enrollment Management
Title IX Coordinator
Northwestern – Alva
Ryerson Hall 126
Phone: (580) 327-8415
cnmosburg@nwosu.edu

Appendix

21 OK Stat § 21-1190 (2020)

A. No student organization or any person associated with any organization sanctioned or authorized by the governing board of any public or private school or institution of higher education in this state shall engage or participate in hazing.

B. Any hazing activity described in subsection F of this section upon which the initiation or admission into or affiliation with an organization sanctioned or authorized by a public or private school or by any institution of higher education in this state is directly or indirectly conditioned shall be presumed to be a forced activity, even if the student willingly participates in such activity.

C. A copy of the policy or the rules and regulations of the public or private school or institution of higher education which prohibits hazing shall be given to each student enrolled in the school or institution and shall be deemed to be part of the bylaws of all organizations operating at the public school or the institution of higher education.

D. Any organization sanctioned or authorized by the governing board of a public or private school or of an institution of higher education in this state which violates subsection A of this section, upon conviction, shall be guilty of a misdemeanor, and may be punishable by a fine of not more than One Thousand Five Hundred Dollars ($1,500.00) and the forfeit for a period of not less than one (1) year all of the rights and privileges of being an organization organized or operating at the public or private school or at the institution of higher education.

E. Any individual convicted of violating the provisions subsection A of this section shall be guilty of a misdemeanor, and may be punishable by imprisonment for not to exceed ninety (90) clays in the county jail, or by the imposition of a fine not to exceed Five Hundred Dollars ($500.00), or by both such imprisonment and fine.

F. For purposes of this section:

1. "Hazing" means an activity which recklessly or intentionally endangers the mental health or physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating subject to the sanction of the public or private school or of any institution of higher education in this state;
2. "Endanger the physical health" shall include but not be limited to any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, alcoholic beverage as defined in Section 506 of Title 37 of the Oklahoma Statutes, low-point beer as defined in Section 163.2 of Title 37 of the Oklahoma Statutes, drug, controlled dangerous substance, or other substance, or any other forced physical activity which could adversely affect the physical health or safety of the individual; and
3. "Endanger the mental health" shall include any activity, except those activities authorized by law, which would subject the individual to extreme mental stress, such as prolonged sleep deprivation, forced prolonged exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.

Added by Laws 1990, c. 165, § 3, eff. July I, 1990. /\111c11dccl by Laws 1995, c. 274, § 6, cff. Nov. 1, 1995.