I. **Policy Statement**

Hazing can be psychologically and/or physically harmful to individuals, can damage organizations and teams, and undermines the educational mission and values of Harvey Mudd College, Scripps College, Claremont McKenna College (hereafter referred to as “the Colleges”) and the Claremont Mudd Scripps (CMS) athletic program. Hazing is strictly prohibited by the Colleges, CMS, and California state law (Sections 32050 (245.6) and 32051 of the California Education Code and Section 48900 q of the California Penal Code). No student, College employee or volunteer, or athletic team, shall conduct or condone hazing activities. Violations of this policy will result in disciplinary action by both the CMS program and the home institutions of the individuals involved. If you have knowledge of hazing or potential hazing activities you should contact the Director of Athletics or the Dean of Students Office at your home institution who will initiate an investigation and appropriate disciplinary action as well as take action to stop the conduct.

II. **Definition**

Any act associated with being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team affiliated with CMS; and which is intended to have the effect of, or should reasonably be expected to have the effect of, humiliating, intimidating or demeaning the individual or endangering the mental or physical health of the individual.

A level of coercion is often involved in hazing; an individual being hazed may not feel they can opt out of participation because of peer pressure or a desire to belong or “fit in” to the group. Because of the socially coercive nature of hazing, this definition of hazing applies whether or not the participants consent to such activity or perceive the activity as “voluntary.”

Hazing does not include actions or situations that are part of officially sanctioned and supervised College activities such as athletic training and conditioning.

An individual can be responsible for violating this policy for soliciting, directing, aiding, or otherwise participating actively or passively in activities which violate this policy.

III. **Examples**

Hazing activities often involve alcohol; however, activities need not involve alcohol to violate this policy. Common examples of behaviors that can be hazing include, but are not limited to, the following:

- Shaving, tattooing, piercing or branding
- Engaging in or simulating sexual acts
- Threatening to physically restrain someone or actually restraining them
- Assigning unreasonable chores or acts of servitude
- Causing excessive exercise, sleep deprivation or excessive fatigue
- Interfering with an individual’s personal hygiene
- Requiring the wearing of specific apparel or acting in a way that is conspicuous and may cause the individual embarrassment or ridicule
- Degrading or humiliating games and activities, including paddling
- Activities that would unreasonably interfere with students’ other activities or obligations (academic, extracurricular, family, religious, etc.)
- Physical threats or abuse of any kind including throwing objects or substances at an individual
- Encouraging or requiring a person to consume alcohol, drugs, or foreign or unusual substances, including consumption of large quantities
- Encouraging the use of alcohol or illegal drugs
- Forcing a student into a violation of the law or College policy such as indecent exposure, theft, or trespassing
The Colleges and CMS will use a “reasonable person” standard when evaluating such conduct and its potential effects. The determination of whether a particular activity constitutes hazing will depend on the circumstances and context in which that activity is occurring. Some key questions which are used to evaluate whether an activity is hazing include:

- Was a person or group being singled out because of their status with the group or team?
- Was there a risk of physical or psychological discomfort or harm as a result of the activity? Was the activity demeaning, abusive or dangerous?
- Was there a level of coercion and/or peer pressure involved? How easily was someone able to opt out of the activity?
- Did the current members refuse to do what the new members were asked to do?
- Did the activity or activities interfere with the participants’ other activities or obligations (academic, extracurricular, family, religious, etc.)?
- Was alcohol involved?
- Was there a sexual element to the activity?
- Did any of the activities violate College Policy, CMS policy or federal, state or local law?

IV. How to Avoid Hazing
There are many positive ways to welcome new members into a group or team. The Dean of Students staff and your coaches can assist you in identifying activities which can help build cohesiveness and foster teamwork. When you are considering an activity associated with membership or participation with your team or CMS athletics ask yourself: Would you feel comfortable describing the activity to others (parents, grandparents, College official, law enforcement, etc.)? If you would be hesitant to describe the activity to others then the activity may constitute hazing and the group would be best served in participating in a different activity.