



STEVENSON UNIVERSITY

Campus Hazing Transparency Report

June 10, 2025

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INTRODUCTION

Pursuant to the Higher Education Act of 1965, as amended by the Stop Campus Hazing Act; (Pub. L. 118-173), Stevenson University provides a detailed report summarizing findings concerning any student organization found to be in violation of Stevenson's standards of conduct relating to hazing (Campus Hazing Transparency Report).

In addition, Stevenson University provides notice of the Campus Hazing Transparency Report and the Annual Security and Fire Safety Report to prospective student and prospective employees. This notice includes a brief description of what the reports contain, the direct web address for accessing the reports, and how to request a paper copy of the reports. These reports contain crime statistics, fire safety information, as well as policies, definitions, statistics, and how to report hazing.

The Campus Hazing Transparency Report is prepared by Stevenson University's Office of Student Conduct in partnership with the University's Office of Student Affairs, Office of Campus Safety, Dean of Students, Human Resources Office, and the Office of Marketing and Digital Communications.

The Stevenson University Campus Hazing Transparency Report is available on the Stevenson University Website at <http://www.stevenson.edu>. The report is accessible by going to the bottom of any Stevenson University web page and clicking on "Hazing". In addition, the direct link to the University's Campus Hazing Transparency Report is <http://www.stevenson.edu/hazing>. Copies of the Campus Hazing Transparency Report are available for printing from any computer on campus. If you wish a printed copy of the report, please contact the Office of Student Conduct at studentconduct@stevenson.edu or (443) 352-4017, to make your request.

Stevenson University encourages all students and employees to promptly and accurately report all allegations of hazing to the Office of Student Conduct (Ratcliffe Community Center, Owings Mills Campus, studentconduct@stevenson.edu, (443) 352-4017.

STEVENSON UNIVERSITY HAZING POLICY

Hazing by any individual, group, or organization is not permitted at Stevenson University.

Consistent with federal and State laws summarized below, Stevenson defines hazing as any action or activity taken or situation intentionally created, whether on or off campus, that produces mental or physical discomfort, embarrassment, harassment, ridicule, or any form of violence, abuse, or failure to accord to any student the dignity due to the student. Consent, explicit or implied, does not exempt any individual or organization from this regulation.

Under the Higher Education Act of 1965 and the [Stop Campus Hazing Act](#), 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 is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and 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:

- whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- 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.

Under [Maryland Anti-Hazing Law](#) hazing is defined as:

- a) A person may not recklessly or intentionally do an act or create a situation that subjects a student to the risk of serious bodily injury for the purpose of an initiation into a student organization of a school, college, or university.
- b) A person who violates this section is guilty of a misdemeanor and on conviction is subject to imprisonment not exceeding 6 months or a fine not exceeding \$500 or both.
- c) The implied or express consent of a student to hazing is not a defense under this section.

PROCEDURES FOR REPORTING & INVESTIGATING HAZING

Stevenson University believes that all members of the Stevenson community have the right to be free from acts of hazing. All members of the Stevenson community are expected to report any cases of suspected or confirmed hazing to the Office of Student Conduct (Ratcliffe Community Center, studentconduct@stevenson.edu, (443) 352-4017). Reports can be submitted directly to the Office of Student Conduct using the [Hazing Reporting Form](#).

Hazing can also be reported directly to the Office of Campus Safety (Ratcliffe Community Center, sec-om@stevenson.edu, (443) 352-4500) or by using the University's [Anonymous Reporting Form](#). All other reporting options can be found on the University website by visiting this link: <https://www.stevenson.edu/about/consumer-information/student-complaint-resolution/>.

Hazing Investigations

Initial review of reported allegations of hazing

Upon receipt of a report alleging hazing, the Office of Student Conduct (or designee) will promptly review the report to determine if the alleged violation meets the definition of hazing. If the report meets the definition of hazing under this policy, the Office of Student Conduct will initiate an investigation within five business days of receiving the report.

Notice of Allegations

The Office of Student Conduct (or designee) will select the members of the alleged organization who are to be interviewed. Those members will be notified in writing that an alleged hazing incident has been report to the Office of Student Conduct. The written notice will include the time and location of their interview. This written notification will be issued on the date the interviews are scheduled.

Interviews

Interviews will be completed by an official from the Office of Student Conduct (or designee). All decisions regarding the nature of the interviews, including whether to meet in person, by phone, or via video-conferencing, the number of witnesses, the order in which witnesses will be heard, the length of the interviews, any procedural and logistical matters, and what information is reasonably necessary for reaching a fair decision, are within the discretion of the Office of Student Conduct (or designee). University hazing investigations and adjudications are not required to follow federal or State rules of evidence. Any interviews completed during hazing investigations will not be recorded by representatives from Stevenson and shall not be recorded by other person being interviewed. Any party permitted to be present may take notes. All interviews to be conducted by the university as a part of a hazing investigation shall include only the university official and the person to be interviewed. No other person or persons is allowed to

be present during the interview of a party or witness. This includes but is not limited to parents, friends, attorneys, lawyers, other students, etc. The interviews are closed to the public.

All persons interviewed during a hazing investigation are required, at all times, to provide truthful information. Any person who does not is in violation of will be disciplined under applicable university policies.

In the case where multiple person are interviewed simultaneously (for example in the case of student organizations) all members to be interviewed will be gathered in one space and the Office of Student Conduct (or designee) will explain the interview process. Interviewers will be selected by the Office of Student Conduct (or designee) but are generally conducted by members of the Division of Student Affairs. Each interviewer will take detailed notes, which will be shared with the Office of Student Conduct (or designee). To protect the integrity of organization or group interviews, organization members will be instructed to refrain from using any electronic devices and/or communicate with each other in any way until after all interviews have been completed.

Gathering and Review of Evidence

The Office of Student Conduct (or designee) will gather and review all relevant evidence, including but not limited to interview notes, video footage, web content, social media posts, photos, and videos. Based on this review, additional interviews may be scheduled.

Determination

Once all relevant evidence has been collected and reviewed, the Office of Student Conduct (or designee) will determine whether or not the accused person or persons have violated the university hazing policy. All determinations will be made using a Preponderance of Evidence standard (i.e. more likely than not).

Sanctions

If hazing is determined to have occurred, the Office of Student Conduct (or designee) will issue appropriate sanctions. Sanctions for the organizations may include, but are not limited to, educational programs pertaining to hazing prevention, restriction on accepting new members, suspension of group recognition, and permanent loss of group recognition.

If an individual student is accused of violating University policy, they will be notified of the alleged violations and a Disciplinary Conference will be scheduled by the procedures outlined in the Student Conduct Process section of the Office of Student Conduct website. Sanctions for students found responsible for violating University policies may include, but are not limited to, educational requirements, suspension from a club or organization, permanent removal from a club or organization, disciplinary probation, removal from University housing, suspension from the University, and expulsion from the University. Students found responsible for hazing at Stevenson may also be subject to violations under the Maryland Anti-Hazing Law (§ 3-607), and may be subject to imprisonment not exceeding six months or a fine not exceeding \$500 or both.

Notification

The Office of Student Conduct (or designee) will notify the organization members in writing of the decision and any imposed sanction(s). The notice will usually be provided within five business days of the decision.

Appeals

The decision made by the Office of Student Conduct (or designee) for a violation of hazing may be appealed by the organization under the guidelines below. An appeal is a review of the submitted appeal and the relevant case records. An appeal may be dismissed if not sought on proper grounds. Appeals under these guidelines are only for organizations. Students wishing to appeal an individual conduct case decision should follow the appeal process outlined in the Student Conduct Process section of the Office of Student Conduct website.

- **Right to Appeal:** A request for an appeal must be submitted in writing to the Office of Student Conduct within five business days of the decision. The Office of Student Conduct will forward the appeal to the correct appeal hearing officer. If an organization chooses to appeal, the written appeal must be submitted using the online “[Organization Conduct Appeal Form](#)”.
- **Grounds for Appeal:** The written request for an appeal must be based upon one or more of the following grounds, and there are no other grounds for appeal;
 1. A procedural error that significantly impacted the final decision;
 2. Previously unavailable, substantive, and relevant information that could materially impact the final decision; and
 3. The sanctions or discipline imposed are substantially disproportionate for the facts of the case for the violation that was found to have occurred.
- **Procedure for Appeal:** Appeals will be sent to the Vice President for Student Affairs. If the Vice President for Student Affairs determines that the appeal is eligible to be heard, they will decide whether to hear it themselves or refer it to the University Hearing Board. If the University Hearing Board is assigned the appeal, the process will follow the guidelines outlined in the Student Conduct Process section of the Office of Student Conduct website. The case will be considered closed when (1) the Vice President for Student Affairs determines that no appeal is permitted, or (2) the Vice President for Student Affairs or the University Hearing Board hears the appeal and makes a decision.
- **Determination of Appeal:** The organization will be notified in writing of the decision by the appeal hearing officer, along with any changes to the outcome. That decision will usually be provided to the organization via email within five business days after the appeal is submitted. However, the appeal hearing officer has the discretion to extend this time in cases for which, in their judgement, it is warranted; including but not limited to cases that are complicated or otherwise unusual.

HAZING STATISTICS

Pursuant to the Higher Education Act of 1965, as amended by the Stop Campus Hazing Act; (Pub. L. 118-173), Stevenson University provides a detailed report summarizing findings concerning any student organization found to be in violation of Stevenson's standards of conduct relating to hazing (Campus Hazing Transparency Report).

Beginning July 1, 2025, Stevenson University began collecting information with respect to hazing incidents at the institution. The Campus Hazing Transparency Report is required to be publicly available on the University's website not later than 12 months after the date of enactment of the Stop Campus Hazing Act (Enacted - June 23, 2025). Stevenson University is required to update the Campus Hazing Transparency Report not less frequently than two times each year when the University has found a student organization to be in violation of Stevenson's standards of conduct relating to hazing. Stevenson University is required to maintain the information relating to each instance of hazing on the Campus Hazing Transparency Report for a period of five calendar years from the date the instance was first publicized on the report.

As of June 10, 2025, Stevenson University has not found a student organization to be in violation of Stevenson's standards of conduct relating to hazing.

Student Organization:

Date Incident Occurred:

Date Investigation was Initiated:

Description of Violations:

Abuse or Illegal Use of Alcohol or Drugs:

Investigation Findings:

Sanctions:

Date Investigation Concluded:

Date Organization was Informed of Decision:

Date Publicized: