

HAZING

RESPONSIBLE OFFICIAL: VICE PRESIDENT FOR STUDENT AFFAIRS

MOST RECENT REVISION: JUNE 5, 2025

NEXT REVIEW: MOST RECENT REVISION PLUS FOUR (4) YEARS – JUNE 5, 2029

SUPERSEDES POLICY: PROHIBITION OF HAZING

BOARD OF REGENTS REPORTING: PRESIDENTIAL REPORT

I. POLICY OVERVIEW

Northern Kentucky University is committed to providing a safe environment where students can participate in University organizations without being subjected to hazing as a condition of entry, membership, or affiliation.

II. ENTITIES AFFECTED AND SCOPE

This policy applies to all members of the University community. As used in this policy, the “University community” includes faculty, staff, students, student organizations, and third parties such as guests, visitors, or volunteers when participating in activities on campus and with University student organizations on and off campus.

This policy applies to hazing occurring within the University community, regardless of whether it occurs on or off campus.

III. POLICY STATEMENT

Hazing is strictly prohibited by the University, as described below. Any individual or University organization found responsible for hazing may be subject to discipline by the University, including termination or expulsion in accordance with applicable processes and criminal prosecution.

A. HAZING DEFINED

Hazing means any action or situation created or facilitated by a member of the University community that recklessly or intentionally endangers the mental or physical health or safety of another for the purposes of recruitment, initiation into, affiliation with, or enhancing or maintaining membership or status with a University organization including, but not limited to, University registered student organizations.

Examples of hazing include, but are not limited to, the following:

- paddling, whipping, beating, branding, or electric shock;
- forced or coerced consumption of food, liquid, tobacco, alcohol, drug, or other controlled or harmful substances;
- personal servitude;
- degrading or humiliating acts;
- sleep deprivation;
- unreasonable exposure to the elements;
- kidnapping or abandonment;
- demands or requests for acts, demonstrations, or favors of a sexual nature;
- activity that creates a reasonable likelihood of serious physical injury; and/or
- violation of University policy, state, and/or federal law.

Consent of the individual being hazed to the reported hazing activity is immaterial and will not be considered a defense against a hazing allegation.

For purposes of this policy, "University organization" means an organization registered or associated with the University including, but not limited to, registered student organizations, groups, clubs, athletic teams, club sports teams, fraternities, sororities, and pep band.

B. REPORTING HAZING

Persons who suspect or have knowledge of hazing must immediately report the matter to the University. Failure to do so is a violation of this policy and may result in discipline.

Reports should be made to the Student Conduct Office in-person, via telephone, email, or by submitting a Hazing Report through the [Ethics and Compliance Helpline](#), which provides an anonymous option for reporting.

Student Conduct Office

Student Union 301
studentconduct@nku.edu
(859) 572-6475

For immediate assistance or to report an emergency, reports should be made to University Police.

University Police

251 Nunn Drive
Highland Heights, Kentucky
(859) 572-7777 or 911

NKU App

The NKU app provides free texting to University Police when calling may be dangerous or impossible. To use this option, open the NKU app on your cell phone and select "contact campus police." The app allows users to share their geolocation, photos, and video and allows University police to view the [ALL CARD](#) photo of the name of the person contacting them.

C. AMNESTY

The University recognizes that students may be hesitant to report hazing incidents due to fear of potential consequences for their own behavior. To encourage reporting, the University will extend amnesty to students who are victims of hazing and truthfully report the incident. The University also reserves the right, in its sole discretion, to extend amnesty to persons who participate in hazing behavior when the individual truthfully reports the incident and agrees to participate with the University in each stage of the investigation including, but not limited to, serving as a witness in the investigation.

Additionally, students who request emergency help for themselves or others because of an alcohol or drug-related emergency, as well as the person in distress, will be provided amnesty and will not face any disciplinary action from the University.

Amnesty only applies to violations of this Hazing policy and does not apply to other University policy violations that occur during the hazing incident or to separate civil or criminal action that may be taken by law enforcement or other agency.

D. DISCIPLINARY ACTION

Students and student organizations that violate this Hazing policy will be subject to discipline by the University in accordance with the [Community Standards and Student Rights](#) including, but not limited to, suspension, expulsion, or revocation of the organization's registered status.

Faculty and staff that violate this Hazing policy will be subject to possible loss of employment or other appropriate disciplinary action in accordance with the [Faculty Policies and Procedures Handbook](#), [Chase College of Law Faculty Handbook](#), and [University Policies and Procedures](#).

Guests, visitors, and volunteers who violate this policy may be removed from University property and may be subject to civil or criminal action.

IV. REFERENCES

[KRS § 164.375 – Policy statements of boards of trustees concerning "hazing" activities of campus organizations](#)

[KRS § 508.180 – Definitions of "hazing", "organization", and "student"](#)

[Public Law 118-173 – Federal Stop Campus Hazing Act](#)

[Community Standards and Student Rights](#)

[Ethics Hotline policy](#)

[Faculty Policies and Procedures Handbook – Section 16.21](#)

[Chase College of Law Faculty Handbook](#)

[University Policies and Procedures](#)

REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
Policy Name Changed to Hazing Supersedes "Prohibition of Hazing" Faculty Senate Approved Update to Faculty Handbook Sec. 16.21 "Prohibition of Hazing" (April 28, 2025)	June 5, 2025
Administrative Regulation AR-II- II-5.0-3 "Prohibition of Hazing"	September 10, 1986

HAZING

PRESIDENTIAL APPROVAL

PRESIDENT

Signature

Cady Short-Thompson

Date

6/5/25

Cady Short-Thompson

BOARD OF REGENTS APPROVAL

BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)

- ☐ This policy is approved by the President as a **Presidential Approval (Interim Policy)**. This Policy shall be provided to the Board of Regents for formal approval at a later date.
- ☐ This policy was forwarded to the Board of Regents as a **Presidential Recommendation (consent agenda/voting item)**.
 - ☐ The Board of Regents approved this policy on ____/____/____.
(Attach a copy of Board of Regents meeting minutes showing approval of policy.)
 - ☐ The Board of Regents rejected this policy on ____/____/____.
(Attach a copy of Board of Regents meeting minutes showing rejection of policy.)
- ☐ This policy was forwarded to the Board of Regents on the **Presidential Report (information only)**.
Date of Board of Regents meeting at which this policy was reported: ____/____/____.

BOARD OF REGENTS MATERIALS

Board of Regents Meeting Date

Board of Regents Materials Page #