

HOOP Policy 186 – Appendix C: Hazing

The University is committed to maintaining a safe and respectful educational environment. Hazing by any person or organization affiliated with the University is strictly prohibited, regardless of location or consent.

Hazing includes any conduct, as defined by University policy and applicable law, that causes or creates a risk of physical or psychological harm, humiliation, coercion, intimidation, or unlawful conduct in connection with membership in or affiliation with an organization or a student activity. Student organizations may be held accountable for hazing committed by their members or by others acting on behalf of the organization.

The University complies with all applicable laws, including the Stop Campus Hazing Act, and maintains accessible reporting options and prompt, fair, and impartial processes for reviewing and investigating reports. The University also provides prevention and education programs to reduce and prevent hazing.

I. Applicability

The rules contained in this Appendix C apply to all students, student organizations, employees, volunteers, contractors, advisors, recreational coaches, and affiliated individuals participating in, connected to, or acting on behalf of any student organization or student activity.

These rules apply regardless of:

- whether the student organization is officially recognized by the institution;
- whether the conduct occurs on or off campus;
- whether participation is voluntary; or
- whether the individuals subjected to the conduct are students, employees, or other persons.

Hazing is prohibited in connection with:

- initiation into a student organization;
- affiliation with a student organization;
- continued membership or participation in a student organization; or
- activities associated with a student organization, team or other activity.

II. Definitions

- **Complainant:** An individual who is reported to have experienced hazing.
- **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 a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization of physical or psychological injury including:

- a. whipping, beating, striking, branding, electric shocking, placing of a harmful substance in or on the 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, drug, or other substance;
 - 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, 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, or federal law.
- **Preponderance of the evidence:** The standard used to determine whether a policy violation occurred. It means it is more likely than not that the conduct occurred.
 - **Respondent:** An individual, student organization, or group of individuals alleged to have engaged in hazing.
 - **Retaliation:** A materially adverse action against an individual for making a good faith report, or participating in an investigation, of alleged hazing.
 - **Student Organization:** An organization at an institution of higher education (such as a club, society, association, recreational sports team, 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.

III. Reporting Hazing

A. Duty to Report: Any person who observes, experiences, or has knowledge of hazing is required to report it promptly. Reports may be made anonymously or by third parties. The University will review all reports and investigate as appropriate.

B. How to Report Hazing: Reports may be made through the following options.

Emergency Situations

- Call **911** if you or someone else is in immediate danger.

Non-Emergency Reporting Options

- Compliance Hotline (anonymous reporting available)

- [Web report](#)
 - Email: compliance@uth.tmc.edu
 - Phone number: 1-833-222-0056 (English) or 1-800-216-1288 (Spanish)
 - University of Texas Police at Houston: 713-792-2890 (non-emergency)
- C. Reporting Information:** To support effective review and response, reports should include, to the extent known:
- Names of individuals or organizations involved;
 - Date(s) of the incident;
 - Location(s) where the conduct occurred; and
 - A detailed description of the conduct

Providing specific information helps the University respond appropriately.

- D. Confidentiality and Anonymous Reporting:** Reports may be submitted anonymously through the Compliance Hotline. While the University will make reasonable efforts to protect the privacy of individuals involved, the ability to investigate and respond may be limited when insufficient information is provided.
- E. Prohibition Against Retaliation:** The University prohibits retaliation against any individual who reports hazing or participates in an investigation in good faith. Reports of retaliation will be addressed in accordance with applicable University policies. See [HOOP 108, Protection from Retaliation](#).
- F. Immunity and Good Faith Reporting:** In accordance with applicable state law, individuals who report hazing in good faith may be eligible for immunity from certain civil or criminal liability. The University may also grant limited disciplinary immunity to individuals who voluntarily report hazing before they are identified in an investigation. This immunity does not apply to an individual's own conduct that constitutes hazing.

IV. The Investigation and Resolution Process

The University maintains a prompt, fair, and impartial process for reviewing, investigating, and resolving reports of alleged hazing. Determinations regarding whether this policy has been violated are made using the preponderance of the evidence standard, meaning it is more likely than not that a violation occurred. This process generally includes the following:

- A. Initial Review:** The Office of Institutional Compliance (OIC) conducts an initial administrative review of hazing reports to determine whether the reported conduct may fall within the scope of this policy and to identify the appropriate University office for review, investigation, and resolution. As

appropriate, OIC may consult with Student Affairs at the appropriate school, the applicable Dean's Office, University Police, Graduate Medical Education, Human Resources, the Office of Legal Affairs, or other University offices.

- B. Investigation:** Student-related matters, including allegations involving student organizations, are generally referred to the applicable Dean or Office of Student Affairs for investigation and resolution in accordance with [HOOP 186, Student Conduct and Discipline](#), and other applicable University policies and procedures.

Matters involving employees, faculty, or other individuals may be referred to the appropriate administrative office for investigation and resolution under applicable employment, faculty, or institutional policies and procedures.

Investigations may include interviews, review of relevant information and documentation, consultation with appropriate University offices, and other investigative steps as appropriate.

- C. Interim Measures:** The University may implement interim measures, which are not punitive, at any time to protect the health, safety, and well-being of the University community and to prevent additional harm during the review or investigation process.
- D. Findings and Corrective Action:** If a policy violation is found, the appropriate administrative authority may impose disciplinary action, corrective measures, organizational sanctions, educational requirements, or other responsive actions consistent with applicable University policies and procedures. Even when a policy violation is not found, the University may implement remedial or preventive measures to address safety concerns or prevent recurrence.
- E. Records:** Investigation reports, findings, and resolutions relating to alleged hazing will be maintained by the appropriate office. Finalized records will be provided to the OIC for institutional tracking, compliance oversight, record retention, and applicable reporting obligations in accordance with Section VII of this policy.

V. Prevention, Education, and Awareness

The University is committed to preventing hazing through campus-wide, evidence-informed education and awareness initiatives. Prevention programs may include education on:

- Hazing prevention strategies and expectations for student organizations;
- University policies and applicable laws related to hazing;

- How to identify, respond to, and report hazing

The University provides access to confidential resources that support the health and well-being of students who may be affected by hazing or related concerns, including:

- **Student Health & Counseling Services** – provides confidential medical and mental health services for students.
 - Phone: 713-500-5171
 - After-hours (non-emergency): 713-500-5173
 - 24-Hour Crisis Hotline: 713-500-4688
- **University Ombuds Office** – provides a confidential, neutral, and informal resource to discuss concerns and explore options.
 - **Phone:** 713-500-3457
 - **Confidential Mobile: 713-705-5005**
 - **Email:** ombuds@uth.tmc.edu (Please do not send confidential information via email)

These resources are available to assist individuals in understanding their options and accessing support, regardless of whether a formal report is made.

For additional information about hazing prevention and awareness, individuals may refer to the following national resources:

- **StopHazing:** <https://stophazing.org/>
- **HazingPrevention Network:** <https://hazingpreventionnetwork.org/>
- **Clery Center:** <https://www.clerycenter.org/>

VI. Campus Hazing Transparency Report

In accordance with Section 51.936 of the Texas Education Code, the University publishes a Campus Hazing Transparency Report that includes information on student organizations that have been cited, convicted, or found responsible for hazing within the previous three years.

The report is publicly available at: <https://www.utph.org/reports/campus-hazing-transparency-report>.

VII. Related Laws, Policies, and Enforcement

The University's prohibition of hazing is informed by and consistent with applicable federal and state law, as well as University of Texas System rules and institutional policy, including:

- [Stop Campus Hazing Act \(SCHA\) - Public Law No. 118-173](#)
- [Texas Education Code, Higher Education, Hazing \(Section 51.936\)](#)
- [Texas Education Code, Chapter 37, Subchapter F. Hazing](#)
- [Rules and Regulations of the Board of Regents of The University of Texas System - Series 50101, Section 2.8](#)
- [HOOP Policy #186: Student Conduct and Discipline Policy](#)

Enforcement: The University will enforce the prohibition on hazing in accordance with applicable law and University procedures. The University may take disciplinary action for conduct that constitutes hazing, regardless of whether the conduct is prosecuted under state law.