
HAZING POLICY

St Catherine's College prioritises the provision of a safe, inclusive and nurturing living and learning environment for residents. All members of the College community have the right to be treated with dignity and respect at all times.

Hazing is strictly prohibited and no residents, student groups, clubs or teams are permitted to plan, engage in or condone hazing whether on or off the College campus. St Catherine's College is committed to ensuring that our Resident Advisors' training includes education around the dangers of hazing and the zero tolerance policy for hazing within the College, and that College residents understand this from the time of their admission.

DEFINITION

Hazing is "any action, situation, activity or complicity in activity, which recklessly or intentionally endangers the mental, emotional, and/or physical health or safety of a resident, student or alumnus."

The term "hazing" shall include, but not be limited to:

- Physical acts, which may include but are not limited to: striking, kicking, pushing, shoving, tackling, forced exercise, and exposure to the elements
- Any threat to do bodily harm to any individual(s) or cause mental anguish, embarrassment or fear whether or not actual harm is done
- Any forced physical activity which could adversely affect the mental, physical, and/or emotional health of an individual, and any activity which is or has the potential to be physically or mentally harmful, painful, or injurious, such as the forced or required consumption of any food, drink, liquor, drug, or other substance
- Any activity which could subject the individual to mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment or degradation or any other forced activity which could adversely affect the mental or emotional health or dignity of the individual
- Any activity which has the potential to be frightening, morally compromising, degrading, and/or unduly deceptive, including deception designed to convince the individual of impending pain, injury, or non-initiation
- Any activity which endangers or has the potential to endanger the academic performance of the individual, such as not allowing adequate time for, or interfering with academic commitments
- Forced exclusion from social and/or verbal contact with any other individual
- Any wilful destruction or removal of public or private property for the purpose of initiation or admission into or affiliation with the College or a group, club or team within it
- Any violation of federal, state, or local law or rule or university policy, as directly or indirectly relates to the initiation or admission into, affiliation with, or continued membership in a College organization

Hazing may occur at any time of the year and both on and off College campus. O'Week activities in particular are to be closely monitored. Any individual who plans or intentionally assists in hazing activity has engaged in hazing, regardless of whether that individual is present when the hazing activity occurs.

CONSEQUENCES

St Catherine's College expects its residents to conduct themselves in socially responsible and respectful ways at all times both on and off the College campus. Participation in hazing, either as an individual or as part of any student group, may result in serious consequences including, but not limited to:

- disciplinary action
- suspension
- expulsion
- civil and criminal penalties

Consent, implied or expressed, is not a defence to any complaint or charge alleging a hazing violation. A person's willingness to participate in an act of hazing does not justify or excuse the act, or fall outside of this policy.

This hazing policy is not intended to prohibit student recruitment or new or continuing member activities that are positive and educational in nature, designed to instil a group ethos or unity. Its intent is to deter those behaviours that cause or are likely to cause danger, harm or humiliation to another student.

AUTHORISATION

Head of College

Date

| | | | |
|---------------|---------------|-----------------------|--------------------|
| Policy number | HAZ PO 010718 | Version | HAZ PO 010718 v1.0 |
| Created Date | 01/07/2018 | Last Reviewed | 00/00/0000 |
| | | Scheduled review date | 01/07/2020 |