



## UNIVERSITY OF WISCONSIN-LA CROSSE

### INTERIM HAZING POLICY

Effective June 23, 2025

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#### 1. Introduction

- 1.1 The mission of University of Wisconsin-La Crosse (UWL) is to provide a teaching, learning, and working environment in which faculty, staff, and students can discover, examine critically, preserve, and transmit the knowledge, wisdom, and values that will improve the quality of life for all. To fulfill this mission, UWL is committed to creating and maintaining a community environment that is free from hazing.
- 1.2 The Stop Campus Hazing Act (SCHA) was signed into law on December 23, 2024. The law amends the Higher Education Act of 1965 and establishes new federal requirements aimed at increasing transparency and accountability around hazing incidents in their annual security reports, educating students about hazing prevention, and maintaining publicly accessible records of hazing violations.
- 1.3 This policy implements the requirements of the Stop Campus Hazing Act.
- 1.4 Specific incidents of alleged misconduct under this policy will be reviewed on a case-by-case basis in accordance with this policy and related procedures.
- 1.5 Sexual violence and harassment are addressed separately in the UWL Sexual Violence and Sexual Harassment Policy, pursuant to RPD 14-2.
- 1.6 Discrimination, harassment, and retaliation are addressed separately in the UWL Discrimination, Harassment, and Retaliation Policy, pursuant to RPD 14-6.

#### 2 Purpose and Scope of Policy

- 2.1 This policy prohibits acts of hazing on or off university property, at university-sanctioned or university-affiliated events, and at other activities in which two or more university members are present, whether on or off campus.
- 2.2 The University is committed to educating its community and to promptly and effectively responding to and redressing conduct that violates this policy.
- 2.3 This policy provides the UWL community with information and resources to identify, report, and respond to hazing. These efforts support the mission of UWL and the Universities of Wisconsin.

2.4 This policy applies to:

- 2.4.1 University-sponsored and supported activities that are held both on and off campus, including those held in other municipalities, states, and nations.
- 2.4.2 Other activities in which two or more university members are present, held both on and off campus, including those held in other municipalities, states, and nations.
- 2.4.3 All other members of the University community (including, but not limited to, employees, volunteers, visitors, guests, contractors, and third-party vendors) while they are on campus or engaged in activities associated with University-sponsored and supported activities.

**3 Definitions**

**3.1 Hazing**

For the purpose of this policy, the University of Wisconsin-La Crosse will utilize two definitions of hazing: the federal and state definitions.

**3.1.1 Federal Definition**

Per the SCHA, 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:

- 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 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:
  - AA. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
  - BB. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
  - CC. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
  - DD. causing, coercing, or otherwise inducing another person to perform sexual acts;

- EE. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- FF. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- GG. 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.

### 3.1.2 **State Definition**

The Wisconsin state definition of hazing is:

- i. In this section, “forced activity” means any activity which is a condition of initiation or admission into or affiliation with an organization, regardless of a student’s willingness to participate in the activity.
- ii. No person may intentionally or recklessly engage in acts which endanger the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school, college, or university. Under those circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug, or other substance, forced confinement, or any other forced activity that endangers the physical health or safety of the student.
- iii. Whoever violates sub. (2) is guilty of:
  - AA. A Class A misdemeanor if the act results in or is likely to result in bodily harm to another.
  - BB. A Class H felony if the act results in great bodily harm to another.
  - CC. A Class G felony if the act results in the death of another.

### 3.2 **Student Organization**

Per the SCHA, “student organization” means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, 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. (Refer to [Appendix A](#) for criteria for determining a student organization)

3.2.1 Registered Student Organization – Per UWL’s Office of Student Activities, a recognized student organization is an organization that has completed the recognition procedure through the Student Organization Committee, has received full recognition, and has filed all appropriate registration forms with the Office of Student Activities and Centers.

3.2.2 Frozen Student Organizations – Per UWL’s Office of Student Activities, a frozen student organization is an organization that does not complete the annual requirements for recognition and loses its active status.

3.2.3 Inactive Student Organization – Per UWL’s Office of Student Activities, an inactive student organization is an organization that has been frozen for more than three (3) years.

3.3 **Campus Hazing Transparency Report**

A report summarizing findings concerning any student organization (established or recognized by the institution) found to be in violation of the institution’s standards of conduct relating to hazing from the five (5) previous calendar years, and important information about hazing policies and procedures.

3.4 **Jeanne Clery Campus Safety Act Annual Security Report (Annual Security Report)**

A report summarizing crime data, including hazing from the three (3) previous calendar years, information about crime warnings, crime reporting and response, disciplinary policy and procedure, fire safety, and programming on campus to prevent crimes — especially sexual assault, domestic violence, dating violence, and stalking.

3.5 **Interim Measures**

A temporary action that is applied to a student or student organization prior to a hearing or before a finding or acceptance of responsibility.

**4 Roles and Duties of University Officials and Employees**

4.1 **Campus Security Authorities**

Campus Security Authorities are required to report Clery Act crimes, including hazing, using one of the reporting mechanisms listed in [Section 5.1](#). Per the Jeanne Clery Campus Safety Act (Clery Act), Campus Security Authorities (CSAs) are defined as:

4.1.1 A campus police department or a campus security department of an institution.

4.1.2 Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (such as an individual who is responsible for monitoring entrance into institutional property).

4.1.3 Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.

4.1.4 An official of an institution who has significant responsibility for student and campus activities, including but not limited to student housing, student discipline, and campus judicial proceedings.

4.2 **Chief Administrative Officer**

The Chief Administrative Officer is the Chancellor or the Chancellor's designee.

4.3 **Clery Compliance Officer**

The Clery Compliance Officer is responsible for compiling a list of hazing incidents to be reported in the Annual Security Report and the Campus Hazing Transparency Report. The Clery Compliance Officer shall also ensure that the Annual Security Report includes a statement of current policies related to hazing, how to report incidents of hazing, the process used to investigate incidents of hazing, and information on applicable local, State, and Tribal laws on hazing. The Clery Compliance Officer shall ensure that a statement of policy regarding prevention and awareness programs related to hazing, which includes a description of research-informed, campus-wide prevention programs designed to reach students, staff, and faculty, is included in the Annual Security Report.

4.4 **Coordinator of Student Conduct**

The Coordinator of Student Conduct shall coordinate and/or conduct investigations related to hazing allegations. The Coordinator of Student Conduct may serve as an Investigating Officer.

4.5 **Coordinator of Student Wellness**

The Coordinator of Student Wellness, in collaboration with the Program Coordinator for Student Organizations and the Program Coordinator for Student Leadership, shall ensure that there are research-informed, campus-wide prevention programs aimed at reaching students, faculty, and staff regarding hazing prevention. These prevention efforts shall be designed with the intent to stop hazing before hazing occurs, which may include bystander intervention training, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing.

4.6 **Dean of Students/Assistant Dean of Students**

The Dean of Students/Assistant Dean of Students shall support the efforts listed above for the Clery Compliance Officer. The Dean of Students/Assistant Dean of Students shall also coordinate and/or conduct investigations related to hazing allegations. The Dean of Students/Assistant Dean of Students can impose interim measures upon initial receipt of an incident of hazing against a student or student organization. The Dean of Students/Assistant Dean of Students may serve as the Student Affairs Officer or the Investigating Officer.

**4.7 Investigating Officer**

An individual appointed by the Chief Administrative Officer to conduct investigations of nonacademic misconduct.

**4.8 Program Coordinator for Student Leadership**

The Program Coordinator for Student Leadership oversees all fraternities and sororities and the training of the leadership teams within those organizations. In collaboration with the Coordinator of Student Wellness, the Program Coordinator for Student Leadership shall provide research-informed, campus-wide prevention programs aimed at reaching students on an annual basis.

**4.9 Program Coordinator for Student Organizations**

The Program Coordinator for Student Organizations oversees all registered student organizations and the training of the leadership teams within those organizations. In collaboration with the Coordinator of Student Wellness, the Program Coordinator for Student Organizations shall provide research-informed, campus-wide prevention programs aimed at reaching students on an annual basis.

**4.10 Resolution Officer**

Individual(s) responsible for the oversight of student organizations (including but not limited to Student Court, Directors, Deans, and Vice Chancellors) shall be responsible for the sanctioning decision regarding a student organization, upon receipt of the facts of the case from the Investigating Officer.

**4.11 Student Affairs Officer**

Personnel designated by the Chief Administrative Officer to coordinate disciplinary hearings.

**4.12 Student Conduct Hearing Committee or Examiner**

The Student Conduct Hearing Committee or Examiner, under direction of the Coordinator of Student Conduct, Assistant Dean of Students, or Dean of Students shall conduct hearings in the event of an individual student's or organization's (not officially recognized) appeal of a decision regarding hazing, or when the recommended sanction(s) include suspension or expulsion of an individual student or organization (not officially recognized) regarding a hazing violation.

**5 Reporting an Incident of Hazing**

**5.1 Reporting Options**

Any person(s) (e.g., student, faculty, staff, or community member) may report an alleged violation of hazing against another individual, group of individuals, or student organization, registered or unregistered (see [section 5.1](#) for reporting options).

**5.1.1 Email.** The individual(s) may report information to the Student Life Office by email at [studentlife@uwlax.edu](mailto:studentlife@uwlax.edu).

- 5.1.2 **In-Person.** The individual(s) may report information in person to the Student Life Office by visiting 149 Graff Main Hall during business hours.
- 5.1.3 **Maxient.** The individual(s) may report using an online Maxient reporting form, [linked here](#).
- 5.1.4 **Phone.** The individual(s) may report over the phone to the Student Life Office by calling 608-785-8062.
- 5.1.5 **University Police.** The individual(s) may report information to University Police: 608-789-9000 (nonemergency), 608-789-9999 (emergency), [www.uwlax.edu/police](http://www.uwlax.edu/police).
- 5.1.6 **Local Law Enforcement.** The individual(s) may report information to local law enforcement: City of La Crosse Police Department, 608-785-5962 (non-emergency), 911 (emergency).

## 5.2 **Amnesty Related to Hazing Reports**

The University of Wisconsin-La Crosse recognizes that students are sometimes reluctant to report hazing activity due to a fear of potential consequences for their own conduct. For this reason, UWL has adopted an amnesty policy which states that a student who acts in good faith to report activity that may fall within the definition of hazing and/or a victim who cooperates fully as a witness in the investigation and disciplinary process may not be subject to student conduct sanctions related to their own participation in hazing behavior and other behavior including related to alcohol and/or drug violations, as determined by the University and its sole discretion.

In the event amnesty is granted for self-reported behaviors, if evidence is presented that the student has continued to engage in hazing behaviors or has knowledge of hazing activity that was not reported, they may be held accountable for past behavior. Students who choose to report and request amnesty for their own conduct should know that amnesty does not apply to any criminal or civil action that may be taken by any law enforcement agencies, including University Police.

## 5.3 **Retaliation**

No person may intimidate, threaten, coerce, or discriminate against any individual because the individual made a report or complaint, testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or hearing under this Hazing Policy. Complaints alleging retaliation may be filed with the Office of Student Conduct and/or Human Resources.

## 6 **Interim Measures**

- 6.1 Upon receiving an initial report that a student or student organization has violated the hazing policy, the Coordinator of Student Conduct shall review the relevant information to determine whether the information submitted rises to a possible violation that warrants interim measures.

- 6.2 If the behavior warrants interim measures, the Coordinator of Student Conduct shall refer the matter to the Assistant Dean of Students, or designee, for immediate action regarding interim measures.
- 6.3 The Assistant Dean of Students, or designee, upon receipt of a matter that warrants interim measures, shall review the information available and issue interim measures against a student or student organization if the alleged behavior in the report:
  - 6.3.1 Would constitute a potential for serious harm to a member or members of the student organization.
  - 6.3.2 Would constitute a potential for serious harm to another person or other people.
  - 6.3.3 Would pose a threat of serious disruption of university-run or university-authorized activities.
  - 6.3.4 Would constitute a potential for serious damage to university facilities or property.
- 6.4 A student or student organization may request one review of interim measures. This request shall be made to the Dean of Students, or designee, who shall determine whether the interim measures shall remain in place. The Dean of Students, or designee, may keep the interim measures in place, alter them, or remove them.
- 6.5 Interim measures will be in effect until either:
  - 6.5.1 They are lifted by the Dean of Students or designee; or
  - 6.5.2 The disciplinary process is finally concluded.

## **7 Procedures Utilized**

- 7.1 Any person(s) (e.g., student, faculty, staff, or community member) may report an alleged violation of hazing against another individual, group of individuals, or student organization, registered or unregistered (see [section 5.1](#) for reporting options).
- 7.2 Any individual(s) involved in hazing activity will be referred to the Student Life Office for investigation. Once the matter has been concluded (as described below), if, through the investigation, the hazing activity is believed to have included a student organization ([see Appendix A](#)), the matter will be referred to the appropriate Resolution Officer. The procedures for [individuals](#) and [student organizations](#) are outlined below.



**7.3 Individual Student Process**

7.3.1 Consistent with UWS Chapter 17, when there is an allegation of hazing brought forward through one of the reporting mechanisms, the Investigating Officer will promptly contact the respondent(s) in person, by phone, or by electronic mail to offer to discuss the matter, review the Investigating Officer's basis for believing that the respondent engaged in nonacademic misconduct, and to afford the respondent an opportunity to respond to the allegations. If there are multiple respondents, the Investigating Officer will contact each respondent prior to the rendering of a finding. If a respondent fails to respond to the Investigating Officer, the Investigating Officer may render a decision on the basis of the available information.

7.3.2 Consistent with UWS Chapter 17, if there is a determination by the Investigating Officer that a violation of the hazing policy did not occur, or that no disciplinary sanction is warranted under the circumstances, the matter shall be considered resolved without the necessity for further action, and the Investigating Officer shall notify the respondent(s).

7.3.3 Consistent with UWS Chapter 17, if, as a result of the investigation and conversations, or review of the available information, the Investigating Officer determines that nonacademic misconduct did occur and that more than one of the disciplinary sanctions consistent with UWS Chapter 17 should be recommended, the Investigating Officer shall prepare a written report which shall contain all of the following:

- i. A description of the alleged misconduct.
- ii. A description of all information available to the university regarding the alleged misconduct.
- iii. Specification of the sanction sought.
- iv. Notice of the respondent's right to a hearing.
- v. A copy of UWS Chapter 17 and of this policy.

The written report shall then be delivered to the respondent(s).

7.3.4 UWS Chapter 17 states that the following disciplinary sanctions may be imposed for nonacademic misconduct:

- i. A written reprimand.
- ii. Denial of specified university privileges.
- iii. Payment of restitution.

- iv. Educational or service sanctions, including community service.
- v. Disciplinary probation.
- vi. Imposition of reasonable terms and conditions on continued student status.
- vii. Removal from a course in progress.
- viii. Enrollment restrictions on a course or program.
- ix. Suspension.
- x. Expulsion.

According to UWS Chapter 17, one or more of the above disciplinary sanctions may be imposed for an incident of nonacademic misconduct.

7.3.5 Consistent with UWS Chapter 17, an Investigating Officer's finding of nonacademic misconduct shall be based on one of the following:

- i. Clear and convincing evidence, when the sanction to be imposed is one of those listed in [Section 7.3.4 viii to x](#).
- ii. A preponderance of the evidence, when the sanction to be imposed is one of those listed in [Section 7.3.4 i to vii](#).

7.3.6 Consistent with UWS Chapter 17, a respondent who receives a written report has the right to a hearing to contest the determination that nonacademic misconduct occurred, the choice of disciplinary sanctions, or both. Per UWS Chapter 17, where the disciplinary sanction sought is one of those listed in [Section 7.3.4 i to vii](#), and if the respondent desires a hearing, the respondent shall file a written request with the Student Affairs Officer within 10 calendar days of the date the written report is delivered to the respondent. If the respondent does not request a hearing within this time period, the determination of nonacademic misconduct shall be regarded as final, and the disciplinary sanction sought shall be imposed. Per UWS Chapter 17, where the disciplinary sanction sought is one of those listed in [Section 7.3.4 viii to x](#), the investigating officer shall forward a copy of the written report to the student affairs officer. The Student Affairs Officer shall, upon receipt of the written report, proceed to schedule a hearing on the matter. A hearing shall be conducted unless the respondent waives, in writing, the right to such a hearing.

7.3.7 According to UWS Chapter 17, a respondent who requests a hearing, or for whom a hearing is scheduled, shall have the right to decide whether the matter shall be heard by a hearing examiner or a hearing committee. Per

UWS Chapter 17, the Student Affairs Officer shall take the necessary steps to convene the hearing and shall schedule it within 15 calendar days of receipt of the request or written report. The hearing shall be conducted within 45 calendar days of receipt of the request or written report, unless a different time period is mutually agreed upon by the respondent and Investigating Officer, or is ordered or permitted by the hearing examiner or committee.

- 7.3.8 Consistent with UWS Chapter 17, no less than five (5) calendar days in advance of the hearing, the hearing examiner or committee shall obtain from the Investigating Officer, in writing, a full explanation of the facts upon which the determination of misconduct was based, and shall provide the respondent with access to or copies of the Investigating Officer's explanation, together with any other materials provided to the hearing examiner or committee by the Investigating Officer, including any additional available information.
- 7.3.9 Consistent with UWS Chapter 17, the hearing shall be conducted in accordance with the following guidance and requirements:
- i. The hearing process shall further the educational purposes and reflect the university context of nonacademic misconduct proceedings. The process need not conform to state or federal rules of criminal or civil procedure, except as expressly provided in UWS Chapter 17.
  - ii. The respondent shall have the right to question adverse witnesses, the right to present information and witnesses, the right to be heard on the respondent's own behalf, and the right to be accompanied by an advisor of the respondent's choice. The advisor may be a lawyer. In cases where the recommended disciplinary sanction is identified in this policy, [Section 7.3.4 i to viii](#), the advisor may counsel the respondent but may not directly question adverse witnesses, present information or witnesses, or speak on behalf of the respondent except at the discretion of the hearing examiner or committee. In cases where the recommended disciplinary sanction is identified in [Section 7.3.4 ix to x](#), or where the respondent has been charged with a crime in connection with the same conduct for which the disciplinary sanction is sought, the advisor may question adverse witnesses, present information and witnesses, and speak on behalf of the respondent. In accordance with the educational purposes of the hearing, the respondent is expected to respond on the respondent's own behalf to questions asked of the respondent during the hearing.
  - iii. The hearing examiner or committee:

- AA. Shall admit information that has reasonable value in proving the facts, but may exclude immaterial, irrelevant, or unduly repetitious testimony.
  - BB. Shall observe recognized legal privileges.
  - CC. May take reasonable steps to maintain order, and to adopt procedures for the questioning of a witness appropriate to the circumstances of that witness's testimony, provided, however, whatever procedure is adopted, the respondent is allowed to effectively question the witness.
- iv. The hearing examiner or committee shall make a record of the hearing. The record shall include a verbatim record of the testimony, which may be a sound recording, and a file of the exhibits offered at the hearing. The respondent may access the record, except as may be precluded by applicable state or federal law.
- v. The hearing examiner or committee shall prepare written findings of fact and a written statement of its decision based upon the record of the hearing.
- vi. A hearing examiner's or committee's findings of nonacademic misconduct shall be based on one of the following:
  - AA. Clear and convincing evidence, when the sanction to be imposed is one of those listed in [Section 7.3.4 viii to x](#).
  - BB. A preponderance of the evidence, when the sanction to be imposed is one of those listed in [Section 7.3.4 i to vii](#).
- vii. The hearing examiner or committee may impose one or more of the disciplinary sanctions listed in [Section 7.3.4 i to vii](#) that differs from the recommendation of the Investigating Officer. Sanctions under [Section 7.3.4 viii to x](#) may not be imposed unless previously recommended by the Investigating Officer.
- viii. The hearing shall be conducted by the hearing examiner or committee, and the university's case against the respondent shall be presented by the Investigating Officer or the Investigating Officer's designee.
- ix. The decision of the hearing examiner or committee shall be prepared within 14 calendar days of the hearing, and delivered to the respondent, excluding information that may be precluded by state or federal law. The decision shall become final within 14 calendar days

of the date on the written decision unless an appeal is taken, consistent with UWS Chapter 17.

- x. If the respondent fails to appear at a scheduled hearing, the hearing examiner or committee may issue a decision based on the information provided.
- xi. Disciplinary hearings are subject to s.19.85 Stats., Wisconsin Open Meetings of Governmental Bodies, and may be closed if the respondent requests a closed hearing or if the hearing examiner or committee determines it necessary to hold a closed hearing. Deliberations of the committee shall be held in closed session, in accordance with s. 19.85, Stats. As such, proper notice and other applicable rules shall be followed.

7.3.10 Consistent with UWS Chapter 17, for conduct where the sanction prescribed by the hearing examiner or committee is one of those listed in [Section 7.3.4 viii to x](#), the respondent may appeal in writing to the Chief Administrative Officer within 14 calendar days of the date of the written decision to review the decision of the hearing examiner or committee, based upon the record.

7.3.11 Consistent with UWS Chapter 17, the Chief Administrative Officer, or designee, has 30 calendar days from the receipt of an appeal to respond and shall sustain the decision unless the Chief Administrative Officer, or designee, finds any of the following:

- i. The information in the record does not support the findings or decision.
- ii. Appropriate procedures were not followed, which resulted in material prejudice to the respondent.
- iii. The decision was based on factors proscribed by state or federal law.

7.3.12 Per UWS Chapter 17, if the Chief Administrative Officer makes a finding under the above subsection, the Chief Administrative Officer may return the matter for consideration, or may invoke an appropriate remedy of the Chief Administrative Officer's own. The Chief Administrative Officer's decision shall be communicated to the respondent.

#### 7.4 **Student Organization Process**

7.4.1 Upon completion of the investigative process noted above, if it is determined by the Investigating Officer that there is organizational misconduct ([see Appendix A](#)), the Investigating Officer will prepare a written investigative report and recommend organizational sanctions ([see Section](#)

[7.4.3 iv](#)). The Investigating Officer will also determine if the organization is a Registered Student Organization (RSO) or an organization as otherwise defined in [Section 3.2](#).

- 7.4.2 If the organization is an RSO as defined in [Section 3.2.1](#), the Investigating Officer shall share the investigative report and recommended organizational sanctions with the [Student Association Judicial Branch](#) for review and adjudication.
- 7.4.3 If the organization is not defined as an RSO at UWL, the Investigating Officer shall share the final investigative report and recommended organizational sanctions with the appropriate Resolution Officer as defined in [Section 4.10](#). The following procedures shall apply.
- i. The Resolution Officer shall provide the organization with official notice, in writing, that there has been an allegation of hazing against the organization. This official notice shall be given to the organization within seven (7) calendar days of the Resolution Officer receiving the investigative report. This notice shall include the full investigative report and recommended organizational sanctions and shall offer members of the organization an opportunity to speak with the Resolution Officer regarding the allegation(s) of hazing.
  - ii. The Resolution Officer shall give the student organization 14 calendar days to respond to the notice of allegation(s) and investigative report.
  - iii. If the student organization does not respond to the Resolution Officer or declines the opportunity to be heard regarding the allegation(s), at the end of the 14-calendar day window, the Resolution Officer shall have an additional five (5) calendar days to submit a final sanctioning decision, in writing, to the student organization. The final sanctioning decision shall include the following.
    - AA. A description of the alleged misconduct.
    - BB. A description of all information available to the university regarding the alleged misconduct.
    - CC. Specification of the sanction sought.
    - DD. Notice of the organization's right to a hearing per UWS Chapter 17.
    - EE. A copy of UWS Chapter 17 and of this policy.

- iv. If the student organization responds to the notice of allegations and investigative report and wishes to be heard on the matter, the Resolution Officer should proceed in scheduling meetings with members of the student organization who wish to speak, and accept documentation from the student organization, as applicable. Upon notice that the student organization wishes to be heard on the matter, a 60-calendar day window shall begin. The Resolution Officer should make every effort to have a final sanctioning decision (including the requirements from [Section 7.4.3 iii](#)) rendered within the 60-calendar day window. In the event that more time is required, both the Resolution Officer and the student organization can agree upon an extended deadline.
- v. Organizational disciplinary sanctions should remain consistent with UWS Chapter 17 and are as follows.
  - AA. Written reprimand.
  - BB. Denial of specified university privileges.
  - CC. Payment of restitution.
  - DD. Educational or service sanctions, including community service.
  - EE. Organization disciplinary probation.
  - FF. Imposition of reasonable terms and conditions on continued organization status.
  - GG. Suspension of organization.
  - HH. Complete removal of organization from the university.
- vi. Consistent with UWS Chapter 17, a Resolution Officer's finding of misconduct shall be based on one of the following:
  - AA. Clear and convincing evidence, when the organizational sanction to be imposed is one of those listed in [Section 7.4.3 v. GG to HH](#)
  - BB. A preponderance of the evidence, when the organizational sanction to be imposed is one of those listed in [Section 7.4.3 v. AA to FF](#).
- vii. Consistent with UWS Chapter 17, where the organizational disciplinary sanction sought by the Resolution Officer is one of those

listed in [Section 7.4.3 v. AA to FF](#), and the student organization desires a hearing, the student organization shall file a written request with the Student Life Office within 10 calendar days of the date that the written report is delivered to the student organization by the Resolution Officer. If the student organization does not request a hearing within this period, the determination of misconduct shall be regarded as final, and the organizational disciplinary sanction(s) sought shall be imposed.

- viii. Consistent with UWS Chapter 17, where the organizational disciplinary sanction sought by the Resolution Officer is one of those listed in [Section 7.4.3 v. GG to HH](#), the Resolution Officer shall forward a copy of the written report to the Student Life Office. The Student Life Office shall, upon receipt of the written report, proceed to schedule a hearing on the matter. The hearing shall be conducted unless the student organization waives, in writing, the right to such a hearing.
- ix. Consistent with UWS Chapter 17, a student organization that requests a hearing, or for whom a hearing is scheduled, shall have the right to decide whether the matter shall be heard by a hearing examiner or a hearing committee. The Student Life Office shall take the necessary steps to convene the hearing and shall schedule it within 15 calendar days of receipt of the request or written report. The hearing shall be conducted within 45 calendar days of receipt of the request or written report, unless a different time period is mutually agreed upon by the student organization and investigating officer, or is ordered or permitted by the hearing examiner or committee
- x. No less than five (5) calendar days in advance of the hearing, the hearing examiner or committee shall obtain from the Investigating Officer, in writing, a full explanation of the facts upon which the determination of misconduct was based and shall provide the student organization with access to or copies of both the investigating officer's and Resolution Officer's explanation, together with any other materials provided to the hearing examiner or committee by the Investigating Officer or Resolution Officer.
- xi. Consistent with UWS Chapter 17, the hearing shall be conducted in accordance with the following guidance and requirements:
  - AA. The hearing process shall further the educational purposes and reflect the university context of nonacademic misconduct proceedings. The process need not conform to state or federal rules of criminal or civil procedure, except as expressly provided in UWS Chapter 17.



- BB. The student organization shall have the right to question adverse witnesses, the right to present information and witnesses, the right to be heard on the student organization's own behalf, and the right to be accompanied by an advisor of the student organization's choice. The advisor may be a lawyer. In cases where the recommended organizational disciplinary sanction is identified in [Section 7.4.3 v. AA to FF](#), the advisor may counsel the student organization, but may not directly question adverse witnesses, present information or witnesses, or speak on behalf of the student organization, except at the discretion of the hearing examiner or committee. In cases where the recommended organizational disciplinary sanction is identified in [Section 7.4.3 v. GG to HH](#), the advisor may question adverse witnesses, present information and witnesses, and speak on behalf of the student organization. In accordance with the educational purposes of the hearing, the student organization is expected to respond on the student organization's own behalf to questions asked of the student organization during the hearing.
- CC. The hearing examiner or committee shall admit information that has reasonable value in proving the facts, but may exclude immaterial, irrelevant, or unduly repetitious testimony. The hearing examiner or committee shall also observe recognized legal privileges. The hearing examiner or committee may also take reasonable steps to maintain order, and to adopt procedures for the questioning of a witness appropriate to the circumstances of that witness's testimony, provided, however, whatever procedure is adopted, the student organization is allowed to effectively question the witness.
- xii. The hearing examiner or committee shall make a record of the hearing. The record shall include a verbatim record of the testimony, which may be a sound recording, and a file of the exhibits offered at the hearing. The student organization may access the record, except as may be precluded by applicable state or federal law.
- xiii. The hearing examiner or committee shall prepare written findings of fact and a written statement of its decision based upon the record of the hearing.
- xiv. The hearing examiner or committee's findings shall be consistent with the guidance and requirements identified in [Section 7.4.3 vi.](#)

- xv. The hearing examiner or committee may impose one or more of the disciplinary sanctions listed in [Section 7.4.3 v. AA to FF](#) that differs from the recommendation of the Resolution Officer. Sanctions under [Section 7.4.3 v. GG to HH](#) may not be imposed unless previously recommended by the Resolution Officer.
- xvi. The hearing shall be conducted by the hearing examiner or committee, and the university's case against the student organization shall be presented by the Investigating Officer or the Investigating Officer's designee. The Resolution Officer shall be called as a witness by the Investigating Officer.
- xvii. The decision of the hearing examiner or committee shall be prepared within 14 calendar days of the hearing, and be delivered to the student organization in writing, excluding information that may be precluded by state or federal law. The decision shall become final with 14 calendar days of the date on the written decision unless an appeal is taken under [Section 7.4.3 xx](#).
- xviii. If the student organization fails to appear at a scheduled hearing, the hearing examiner or committee may issue a decision based on the information provided.
- xix. Disciplinary hearings are subject to s.19.85 Stats., Wisconsin Open Meetings of Governmental Bodies, and may be closed if the respondent requests a closed hearing or if the hearing examiner or committee determines it necessary to hold a closed hearing. Deliberations of the committee shall be held in closed session, in accordance with s. 19.85, Stats. As such, proper notice and other applicable rules shall be followed.
- xx. Consistent with UWS Chapter 17, where the organizational disciplinary sanction prescribed by the hearing examiner or committee is one of those listed in [Section 7.4.3 v. GG to HH](#), the student organization may appeal, in writing, to the Chief Administrative Officer, or designee, within 14 calendar days of the date of the written decision to review the decision of the hearing examiner or committee, based upon the record. The Chief Administrative Officer, or designee, has 30 calendar days from the receipt of an appeal to respond and shall sustain the decision unless the Chief Administrative Officer, or designee, finds any of the following:
  - AA. The information in the record does not support the findings or decision.

BB. Appropriate procedures were not followed which resulted in material prejudice to the student organization.

CC. The decision was based on factors proscribed by state or federal law.

If the Chief Administrative Officer, or designee, makes a finding under the above subsection, the Chief Administrative Officer may return the matter for consideration or may invoke an appropriate remedy of the Chief Administrative Officer's own. The Chief Administrative Officer's decision shall be communicated to the student organization.

xxi. Where the organizational disciplinary sanction prescribed by the hearing examiner or committee is one of those listed in [Section 7.4.3 v. AA to FF](#), the decision rendered by the hearing examiner or committee shall be regarded as final.

xxii. Once a final decision has been rendered, the hearing examiner or committee shall notify the Clery Compliance Officer in cases where the organization disciplinary sanction prescribed by the hearing examiner or committee is one of those listed in [Section 7.4.3 v. AA to FF](#), or, in cases where the organizational disciplinary sanction prescribed by the hearing examiner or committee is one of those listed in [Section 7.4.3 v. GG to HH](#) and an appeal was not made to the Chief Administrative Officer within the 14 calendar day window. In cases where the organization's disciplinary sanction prescribed by the hearing examiner or committee is one of those listed in [Section 7.4.3 v. GG to HH](#) and an appeal was made to the Chief Administrative Officer, the Chief Administrative Officer shall notify the Clery Compliance Officer of the final decision.

## **7.5 Process for All Other Members of the University Community**

### **7.5.1 Employee Process**

- i. When there is an allegation of hazing brought forward through one of the reporting mechanisms, and it is alleged to involve an employee, the Student Life Office will promptly refer the matter to Human Resources.
- ii. Upon receipt of an allegation involving a faculty member, the procedures linked here apply: [Wisconsin Administrative Code Chapter 6](#); [Wisconsin Administrative Code Chapter 7](#).

- iii. Upon receipt of an allegation involving a member of academic staff, the procedures linked here apply: [Wisconsin Administrative Code Chapter 11](#); [Wisconsin Administrative Code Chapter 13](#).
- iv. Upon receipt of an allegation involving a university staff member, the procedure linked here applies: [UW System Administrative Policy 1233](#)

#### 7.5.2 Volunteers, Visitors, Guests, Contractors, and Third-Party Vendors Process

- i. When there is an allegation of hazing brought forward through one of the reporting mechanisms, and it is alleged to involve volunteers, visitors, guests, contractors, and third-party vendors, the Student Life Office will promptly refer the matter to the appropriate Vice Chancellor and/or University Police.

### 8 Education and Training

- 8.1 At the University of Wisconsin-La Crosse, the Coordinator of Student Wellness, or designee, in collaboration with the Program Coordinator for Student Organizations and the Program Coordinator for Student Leadership, or their designees, is responsible for providing campus-wide education and training related to hazing.
- 8.2 The University of Wisconsin-La Crosse is committed to educating its faculty, staff, and students on hazing through research-informed training. This training incorporates evidence-based practices on identifying incidents of hazing, reporting procedures, bystander intervention strategies, ethical leadership development, and effective, non-hazing methods for promoting group cohesion.
- 8.3 All first-year and incoming students are required to take an online education course.
- 8.4 While the University of Wisconsin-La Crosse requires all first-year and incoming students to take the required online course, it does not mandate required online education for continuing students. However, any continuing student who would like to take the online education course should contact the Student Life Office.
- 8.5 Faculty and Staff have the option to take an online education course. This course examines why hazing occurs, the health and legal risks of hazing, and employees' responsibility to recognize, address, and prevent hazing at UWL.
- 8.6 Hazing prevention and education is provided to the leadership of recognized student organizations during organization officer training during the fall semester.
- 8.7 Hazing prevention and education is provided to the leadership of recognized fraternities and sororities during organization officer training during the fall semester.

- 8.8 Hazing prevention and education is provided to all varsity intercollegiate athletic teams during the fall and spring semesters.
- 8.9 The University of Wisconsin-La Crosse shall conduct a biannual review of its hazing prevention and education to ensure their effectiveness and continued relevance to the needs of faculty, staff, and students.

## **9 Record Keeping and Data Collection**

### **9.1 Jeanne Clery Campus Safety Act Annual Security Report**

- 9.1.1 The Clery Compliance Officer shall collect Clery Act reportable crime statistics, including incidents of hazing, from Campus Security Authorities on an annual basis. To determine if an incident should be included in the Annual Security Report, please refer to [Appendix B](#).

### **9.2 Campus Hazing Transparency Report**

- 9.2.1 In accordance with the Stop Campus Hazing Act, the Campus Hazing Transparency Report shall be published two (2) times each year.
- 9.2.2 This report shall summarize findings concerning student organization (established or recognized by the institution) found to be in violation of an institution's standards of conduct relating to hazing, as defined within this policy.
- 9.2.3 This report shall be made publicly available on UWL's website, and shall include each incident involving a student organization (established or recognized by the institution) for which a finding of responsibility is issued related to a hazing violation, including:
  - i. The name of such student organization;
  - ii. A general description of the violation that resulted in a finding of responsibility, including whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the institution, and any sanctions placed on the student organization by the institution, as applicable; and
    - AA. The dates on which:
      - 1. The incident was alleged to have occurred
      - 2. The investigation into the incident was initiated
      - 3. The investigation ended with a finding that a hazing violation occurred; and
      - 4. The institution provided notice to the student organization that the incident resulted in a hazing violation

- 9.2.4 The Campus Hazing Transparency Report may not include personally identifiable information.
- 9.2.5 The Campus Hazing Transparency Report must be maintained for a period of five (5) calendar years from the date of publication of such update.
- 9.2.6 The Clery Compliance Officer shall publish the Campus Hazing Transparency Report in January and July of each calendar year.
- 9.2.7 If there are no new incidents of hazing to report on since the previous Campus Hazing Transparency Report, UWL shall add a note on its website indicating that there are no new incidents to report.
- 9.2.8 To determine if an incident should be included in the Campus Hazing Transparency Report, please refer to [Appendix C](#).

## **10 Website**

- 10.1 The Student Life Office shall maintain a website dedicated to hazing information. This website shall include the following information:
  - 10.1.1 A statement notifying the public of the annual availability of statistics on hazing, with a link to the Annual Security Report.
  - 10.1.2 Information about the institution's policies relating to hazing.
  - 10.1.3 A Campus Hazing Transparency Report for at least the past five (5) calendar years.
  - 10.1.4 A statement of the purpose and differences between the Campus Hazing Transparency Report and the Annual Security Report.
  - 10.1.5 The Clery Compliance Officer, or designee, shall be responsible for maintaining the website.

## **Related Policy Documents and Applicable Laws**

[Jeanne Clery Campus Safety Act](#)  
[Higher Education Act of 1965](#)  
[Stop Campus Hazing Act](#)  
[UWL Discrimination, Harassment, and Retaliation Policy](#)  
[UWL Sexual Violence and Sexual Harassment Policy](#)  
[UWS Chapter 17](#)

## **Review Process**

This document should be reviewed every two (2) years by the Vice Chancellor for Student Affairs, Dean of Students, Assistant Dean of Students, Clery Compliance Officer, Coordinator of Student

Conduct, Coordinator of Student Wellness, Director of University Centers and Student Engagement, Associate Director of Student Engagement and Leadership, Program Coordinator for Student Organizations, Program Coordinator for Student Leadership, members of Cabinet, and representatives of Shared Governance Groups.

### **Document Approval Process**

This document was approved by Chancellor Beeby on June 17, 2025.

This document was approved by Chancellor's Cabinet on June 17, 2025.

### **Shared Governance**

This document was shared with Student Association on June 20, 2025.

This document was shared with University Staff Council on June 20, 2025.

This document was shared with Academic Staff Council on June 20, 2025.

This document was shared with Faculty Senate on June 20, 2025.

### **Document History**

Created May 30, 2025, by Kara Ostlund and Amanda Abrahamson.

Updated June 12, 2025 by Kara Ostlund.

Updated June 17, 2025 by Kara Ostlund.

## **Appendix A: Criteria for Determining a Student Organization**

The Stop Campus Hazing Act does not provide a definition for organizations that are otherwise not recognized by the university, and the Education Department has not provided supplemental guidance with a definition. Therefore, UWL must make its own determination as to whether the group constitutes an organization that is not formally recognized by the university. Below is a list of questions to ask to determine if a group constitutes a student organization, per the SCHA. Please note this list is not exhaustive.

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**Name of Organization:** \_\_\_\_\_

**Name of Person Completing Form:** \_\_\_\_\_

When reviewing the incident, does the group meet one or more of the following criteria:

- ☐ Elects leadership (e.g., officers or captains)
- ☐ Maintains member lists
- ☐ Regularly schedules meetings
- ☐ Organizes or hosts events
- ☐ Seen by others as an organization
- ☐ Collects dues paid by “members”
- ☐ Shares a common interest/focus
- ☐ Has shirts, common attire, or other branded materials
- ☐ Previously recognized by the institution but not currently recognized
- ☐ Is an aspiring recognized student organization who did not qualify to be recognized
- ☐ Is a Nationally recognized group or has an umbrella organization
- ☐ Self-promotes as a group (via social media, posters, etc.)

If the answer is yes to any of the statements noted above, it may be a student organization as defined by the SCHA.

Please save this document for record-keeping purposes.



## **Appendix B: Criteria for Determining if a Report of Hazing Should Be Included in the Jeanne Clery Campus Safety Act Annual Security Report**

The Jeanne Clery Campus Safety Act Annual Security Report includes information that is within the University of Wisconsin-La Crosse's Clery Geography and will differ from information that will be included in the Campus Hazing Transparency Report, as the two reports have different reporting criteria.

Below is guidance on what incidents need to be included in the Jeanne Clery Campus Safety Act Annual Security Report.

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If the report leads to an answer of "yes" to any of the following questions, the incident should be reported in the Jeanne Clery Campus Safety Act Annual Security Report:

- ☐ Does the report take place in any reportable UWL Clery geography?
- ☐ Does the report involve an organization, whether or not it is recognized or established by UWL? Examples include:
  - Clubs
  - Societies
  - Associations
  - Varsity or Junior Varsity Athletic Teams
  - Club Sports Teams
  - Fraternities
  - Sororities
  - Marching Band
  - Student Government
- ☐ Does the organization have two (2) or more members enrolled at UWL?
- ☐ Does the report, if proven true, meet the defined definition of an act of hazing?

### **Appendix C: Criteria for Determining if a Report of Hazing Should Be Included in the Campus Hazing Transparency Report**

The Campus Hazing Transparency Report includes information on any recognized or established organization at the University of Wisconsin-La Crosse and will differ from information that will be included in the Jeanne Clery Campus Safety Act Annual Security Report, as the two reports have different reporting criteria.

Below is guidance on what incidents need to be included in the Campus Hazing Transparency Report.

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If the report leads to an answer of “yes” to any of the following questions, the incident should be reported in the Campus Hazing Transparency Report:

- ☐ Does the incident involve a **recognized** or **established** organization by UWL? Examples include:
  - Clubs
  - Societies
  - Associations
  - Varsity or Junior Varsity Athletic Teams
  - Club Sports Teams
  - Fraternities
  - Sororities
  - Marching Band
  - Student Government
- ☐ Does the organization have two (2) or more members enrolled at UWL?
- ☐ Was there a finding that the organization violated UWL’s hazing policies?