

Presidential Working Group on Anti-Hazing

Presidential Working Group Charge and Membership

On April 2, 2021, following the tragic death of Stone Foltz resulting from a hazing event, Bowling Green State University President Rodney Rogers announced the appointment of a presidential working group to build a framework for the University's anti-hazing efforts with the aid of recommendations of external consultants who were hired to inform our work.

Co-chairs

- Maureen E. Wilson, Ph.D., Associate Dean and Professor, College of Education and Human Development
- Chris Bullins, Dean of Students

Members:

- Ben Batey, Chief Health Officer
- Liz Chavez, J.D., Assistant General Counsel
- Lakeshia Dowlen, Title IX Coordinator
- Brian Heilmeier, Ph.D., Director of Student Engagement
- Amy Swank, Director of Parent, Family and New Student Connections

Overview

In response to President Rogers' charge to the working group, members convened throughout the spring and summer to build this framework for Bowling Green State University's anti-hazing efforts. We met with consultants from Dyad Strategies, hired by BGSU to examine students' attitudes toward hazing and our support and oversight of fraternities and sororities.

On July 6, 2021, Ohio's governor signed Senate Bill 126 into law, enacting Collin's Law: The Ohio Anti-Hazing Act. Collin's Law increases criminal penalties for hazing, requires higher education institutions to develop an anti-hazing policy, and mandates training and reporting.

In anticipation of the passage of Collin's Law, Ohio's Inter-University Council Presidents adopted a set of anti-hazing principles toward the shared purpose of eradicating hazing at Ohio universities. The principles include guidelines for anti-hazing policy development and campus education and prevention strategies.

The Presidential Working Group on Anti-Hazing Efforts built its report and recommendations upon mandates in Collin's Law, the Inter-University Council of Presidents' Anti-Hazing Principles (Appendix A), and recommendations made by Dyad Strategies (Appendix B). Our recommendations are clustered into four areas: (1) Policy Development and Implementation, (2) Reporting and Response, (3) Education and Prevention, and (4) Fraternity and Sorority Life (FSL) and the Office of Student Engagement. We make the following recommendations to bolster campus-wide anti-hazing efforts. Action on these recommendations will enhance our commitment to rid Bowling Green State University of all hazing activity and foster a learning community in which each member experiences belonging and respect.

With dedicated support from working group members; staff in the Office of the Dean of Students including Associate Dean of Students Jeremy Zilmer, Assistant Dean of Students Stacey Allan, and

Assistant Dean of Students Michael Botts; staff in the Office of General Counsel; and members of central administration, BGSU has begun implementation of several of our key recommendations including:

- Created a stand-alone anti-hazing policy with minimum sanctions specifically designed to deter hazing; it has been reviewed and awaits final approval and implementation (BGSU Recommendation #1).
- Gained approval and launched a search for a new coordinator for student conduct (BGSU Recommendation #5).
- Revised the hazing report form to gather more specific details related to alleged hazing (Recommendation #7).
- Appointed a Hazing Prevention Coordinator (BGSU Recommendation #8) with a reporting line directly to the President.
- Launched the Chapter Commitment Plan (BGSU Recommendation #10).
- Amended the relationship statement between FSL and inter/national headquarters, chapters, advisors, and students to clarify and underscore the importance of inter/national oversight of local chapters (BGSU Recommendation #12).

Recommendations

Policy Development and Implementation

1. Adopt the proposed anti-hazing policy (Appendix C) with minimum sanctions specifically designed to deter hazing and update the Code of Student Conduct to prohibit violations of this policy. Hazing has long been prohibited under the Code of Student Conduct; we recommend this stand-alone policy to align clearly with Collin's Law and to widely communicate the University's zero-tolerance approach.
2. Lobby the Ohio General Assembly to amend Ohio Revised Code 3345.22 and 3345.23 to include hazing as a qualifying offense of violence so that students convicted of the crime of hazing will be automatically dismissed from any Ohio public university in which they are enrolled and debarred from attending any other Ohio public university in accordance with the law. Begin immediately to prohibit admission in accordance with the law applicants who have (a) a criminal hazing conviction and/or (b) been found responsible for and/or have an unresolved charge of a non-academic code of student conduct violation related to hazing at any previous post-secondary institution.
3. As required by Collin's Law, (a) designate all University employees and volunteers acting in an official capacity as mandatory reporters of hazing and require training to educate them on this role and (b) maintain an up-to-date report, posted on the BGSU hazing prevention website, of all alleged hazing incidents for the current and past five years. The report should include the (1) name of organization, (2) semester of incident, (3) general description of incident, (4) date organization charged, (5) findings, (6) resolution date, (7) sanctions, (8) resulting status (e.g., expulsion, suspension, probation, warning), and (9) resulting status end date. The report should include allegations received, including those for which there was not adequate information to launch a full investigation and those for which no charges were filed. This website and report should be active prior to the start of the Fall 2021 semester.
4. Appoint a standing working group to review and enhance policies and procedures as needed to address organizational misconduct. Currently, procedures for addressing misconduct are outlined in the Code of Student Conduct. This proposed working group will help formalize and clarify procedures specific to adjudicating misconduct by student groups (e.g., athletic teams, spirit groups,

military organizations, honor societies, musical or theatrical ensembles, bands, clubs) and organizations.

Reporting and Response

5. Appoint a new coordinator for student conduct to assist in the investigation and adjudication of student and student organization misconduct related to hazing. This position was approved and the search launched in early July 2021.
6. Provide additional specialized training (e.g., through national training institute) for hazing investigators and their supervisor (i.e., staff in student conduct and the dean of students). Only staff who have completed appropriate training will assist with hazing investigations.
7. Deploy updated strategies in support of the proposed anti-hazing policy (Appendix C), including:
 - Widely publicize and promote procedures to report all suspected hazing activity throughout the year (e.g., new student orientation; fall welcome; before, during and after recruitment to active and potential new members of student groups and organizations; and to parents and families via social media accounts and campus events; employee training). Although policies already proscribed a failure to intervene, prevent, discourage or report acts of hazing, this requirement must be emphatically conveyed to students. Reporting options are detailed in Section (F) of the Anti-Hazing Policy and include directions for reporting via law enforcement, the hazing reporting line (419-372-HAZE), the hazing report form (via *See It. Hear It. Report It.*), the Office of the Dean of Students and Human Resources.
 - Utilize revised Hazing Report Form that will be linked to the *See It. Hear It. Report It.* and hazing prevention websites (<http://bgsu.edu/reportit>) prior to the start of the Fall 2021 semester. Online reporting has been utilized for some time; this form was redesigned to gather more specific details related to alleged hazing.

Education and Prevention

8. Create new Hazing Prevention Coordinator position reporting directly to the President and appoint BGSU Chief Health Officer Ben Batey as acting coordinator. Assess staffing needs necessary to implement hazing prevention initiatives. Appoint an advisory council to support the Hazing Prevention Coordinator, aid in on-going assessment of hazing prevention initiatives and ensure implementation of the recommendations contained in this report.
 - Upon receipt of a report of alleged hazing, the Hazing Prevention Coordinator will:
 - (a) direct all communication efforts and ensure that police and all appropriate parties are notified of investigations (e.g., President, Provost, Athletics, FSL, Student Engagement, ROTC, Falcon Marching Band, inter/national headquarters staff).
 - (b) assign the primary and secondary investigators (e.g., Assistant Dean of Students, Coordinator for Student Conduct), consult regarding the approach to investigation and interviews; and, with the assigned investigators, work closely with the police department with jurisdiction.
 - (c) review each investigatory report before it is considered complete to ensure the investigation process has been conducted thoroughly; receive the Final Investigative Report from the primary investigator; and refer cases for resolution according to the Anti-Hazing Policy as appropriate.

- Convene and coordinate regular meetings of a community enforcement workgroup to include designated University staff members, BGSU Police, city of Bowling Green Police, and the city and county prosecutor's offices to ensure collaboration and information sharing. In this group, (1) review Memorandum of Understanding between the two police departments to consider joint patrolling of off-campus areas and joint investigation of off-campus incidents involving BGSU students; (2) leverage shared expertise in investigation of hazing incidents; (3) explore strategies for enhancing safety and reducing risks at off-campus social events; and (4) collaborate with community law enforcement partners to provide education to student organizations, student groups and individual students related to off-campus social events.
9. Direct the Hazing Prevention Coordinator to oversee the development of a comprehensive communication and training strategy to help eradicate hazing activity at BGSU. Three primary learning outcomes should continue to guide our hazing prevention efforts: (a) identify hazing acts, (b) know what actions to take if hazing is occurring (e.g., bystander intervention), and (c) understand the importance of and how to report hazing concerns in a timely and thorough manner. The University should enhance existing strategies (e.g., high-impact speakers who have experienced the effects of hazing) and develop new approaches as appropriate, including:
- Promote a “Community of Care” framework to strengthen knowledge and skills across the University community and other constituents regarding alcohol and other drugs, diversity and belonging, hazing, mental health/well-being, and sexual misconduct and Title IX. Through these efforts, expand training for students, faculty, staff, parents and families; enhance strategic partnerships to foster a community of care; streamline programs and services; improve reporting and response; and assess our efforts. Under the leadership of our Chief Health Officer who also serves as Hazing Prevention Coordinator and using the Community of Care framework, approach student needs holistically to address the roots of these problems.
 - Development of a dedicated website and communication campaign (e.g., via social media) to better promote the existing Medical Amnesty Policy, ensuring that a robust education plan infuses this topic into training with new students, residential students, student-athletes, fraternity and sorority members, band members and club sport participants.
 - Enhanced training and resources on hazing prevention and reporting to parents, families and alumni. The goal for this work is to expand our community of care by educating and empowering others who play a prominent role in the lives of students to know what constitutes hazing as well as how to report concerns to law enforcement and University officials.
 - Enhanced advisor training for all student organization advisors. This training helps advisors identify proactive steps to prevent hazing with a focus on recognizing the subtleties of social dominance. Training reiterates how to recognize, prevent and report hazing if it occurs, underscoring their responsibilities as outlined in the Anti-Hazing Policy.
 - Collaboration with the Department of Athletics, College of Musical Arts, and Office of the Dean of Students to create a plan for targeted anti-hazing education and training, intervention and hazing accountability concerning varsity athletes, club sports and the marching band.
 - Use a multilevel approach to provide additional education to better enable students to recognize hazing if they witness or experience it and to know where and how to report hazing activities or behaviors of concern. This approach will target new students, active and potential fraternity and sorority members, student athletes, and members of student groups and organizations. This

education will incorporate tailored modules through Get Inclusive, a campus compliance training program. Modules on alcohol and other drugs, hazing and bullying, and how to report concerning behaviors will be mandatory for all first-year students and available for completion prior to the start of the Fall 2021 semester. Students who do not complete the program are prohibited from participating in a student organization.

Fraternity and Sorority Life (FSL) and the Office of Student Engagement

10. Implement the FSL chapter commitment plan as outlined in Appendix D for Fall 2021. This plan assists the fraternity and sorority community in prioritizing the health, safety and well-being of chapter members and supports positive working relationships between the University and individual chapters. The plan requires each chapter to complete detailed action steps by established deadlines (e.g., verify rosters, sign anti-hazing acknowledgement form). The plan also requires training for chapter leaders and members (e.g., harm reduction training on anti-hazing initiatives, alcohol and bystander intervention; training for “big brothers/sisters”/mentors, sober monitors, and prospective new members).
11. Review current recruitment practices to assess whether delayed or deferred recruitment creates a safer environment for those joining a fraternity or sorority and review new member education processes to determine if the University should implement a policy limiting the length of new member intake period. Delayed recruitment would take place 3-4 weeks after the start of the semester. Deferred recruitment is a policy that would prohibit first-year students from joining the fraternity and sorority community during their first semester or first year as a student.

To appropriately examine deferred recruitment and new member education implications on student safety, appoint a review committee comprised of key stakeholders including but not limited to FSL staff members, advisors, students and headquarter representatives. The committee should (a) review relevant research concerning student safety, deferred recruitment and new member education processes during the 2021-2022 academic year; (b) benchmark BGSU’s recruitment model and new member education processes to MAC institutions and IUC institutions; (c) examine industry (i.e., NPC, NIC, NPHC, MGC, AFA) standards and best practices concerning deferred recruitment and new member education processes; (d) determine the logistical resources necessary for deferred recruitment; and (e) consider the relevance of freedom of association rights to deferred recruitment. This review committee should also address plans to re-educate chapter leaders and members on alcohol-free recruitment policies. The review committee should produce a report and share it with senior administrators by the end of the Spring 2022 semester. The report should indicate whether delayed or deferred recruitment and a limited new member education process would create a safer experience for new members joining the fraternity and sorority community.

12. Increase interaction between FSL staff members and volunteer chapter advisors and inter/national headquarters staff. The focus of interactions with volunteer chapter advisors is to provide additional resources about University policies and procedures related to health and safety and to enhance their knowledge and skills. This multilevel approach involving roundtable discussions, electronic newsletters and one-on-one meetings with advisors aids FSL staff members in enhancing partnerships with the volunteer advisors and enhance safety in the community.

Amend the advising portion of the relationship statement between FSL and inter/national headquarters, chapters, advisors and students. The Inter-University Council recommended that fraternity and sorority recognition agreements be amended to clarify and underscore the

importance of inter/national oversight of local chapters. BGSU FSL's relationship statement has been amended and will be shared with stakeholders prior to the start of the academic year. The amendment below has been added to the advising portion of the statement:

National Oversight: As a condition of recognition, each organization must invite their headquarters or the equivalent to visit and evaluate their respective chapters at minimum of two (2) times each academic year. When a representative is visiting campus, they should meet with the Fraternity and Sorority Life Office. The meeting with the Fraternity and Sorority Life Office should be scheduled two weeks in advance.

13. Restructure roles, responsibilities and time investments for FSL staff, including that FSL staff increase direct advising of chapter officers (e.g., recruitment chairs, new member educators) and decrease focus on governing councils. This approach will build the knowledge and skills of those in the best position to enhance the culture of individual fraternities and sororities and combat hazing.

Additionally, engage the senior student affairs officer and divisional leadership to enhance the process for staffing transitions. This process should include expectations that outgoing staff provide clear records and reports prior to departure, a plan for appointment and supervision of interim staff, protocols for training/onboarding of new staff, and utilization of prior unit goals and annual reports in setting short-term and long-term goals and expectations for incoming staff members. This action will help ensure that we lose no ground in our hazing prevention efforts during staff transitions.

14. Enhance intentional relationships between the Office of Student Engagement, academic advisors and life coaches, and students who are members of a student organization or student group. During the 2021-2022 academic year, continue the pilot initiative launched in Spring 2021 within FSL. This coaching model for FSL includes *advising and supporting* (e.g., regular advising and outreach to an assigned caseload of new members to better understand their experiences, provision of resources and referrals to students or chapter of concern); *student learning and development* (e.g., engaging in efforts to ensure the fraternity and sorority community is aligned with the mission of the University, division, department, and student needs while contributing to students' learning, growth, and development; and *technology* (e.g., maintaining and updating electronic reports on student progress and chapter concerns).

Furthermore, create an FSL new member tag that is visible on a student's Navigate profile. This will enable academic advisors and life design coaches to see a more holistic view of their advisee's university experience and to ask strategic questions about their advisees' new member experiences. Staff from the Student Engagement Office should provide training and resources for advisors and life design coaches. Assess this pilot program throughout the 2021-2022 academic year to understand the coaching experience for students and the evaluate the effectiveness of the new member tag. Make necessary adjustments to implement the program with other student populations (e.g., club sports, band, Dance Marathon) beginning Fall 2022.

Alignment of Recommendations to Collin's Law (CL), IUC Anti-Hazing Principles (IUC), and Dyad Strategies (DS) Recommendations

Policy Development and Implementation		BGSU Rec #
CL	▪ Each institution shall develop an anti-hazing policy that prohibits students from engaging in hazing.	1
	▪ No administrator, employee, faculty member, teacher, consultant, alumnus or volunteer of any organization..., post-secondary institution, who is acting in an official and professional capacity shall recklessly fail to immediately report the knowledge of hazing to a law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred.	3
	▪ Each institution shall mandate a report of all violations of the institution's anti-hazing policy or other state law regarding hazing that are reported to the institution.	3
IUC	▪ Zero-Tolerance Approach: Universities will impose severe sanctions against student organizations and individuals that engage in hazing.	1
	▪ Debarment: No university will admit a student convicted of criminal hazing for at least one year from the date of the conviction.	2
	▪ Transparency: Universities will provide data to inform student decision-making about student organizations.	3
DS	▪ Update and Expand Campus Hazing Policy	1
	▪ Develop and Implement Separate Organizational Misconduct Policy	4
Reporting and Response		BGSU Rec #
IUC	▪ Reporting and Investigatory Rigor: Universities will engage law enforcement as a vital partner in combatting hazing.	7, 8
	▪ Purposeful Relationships: Universities will provide a personal outlet for reporting.	1, 7, 14
DS	▪ Add a Staff Member in Office of Student Conduct	5
	▪ Invest in Hazing Investigation Training	6
Education and Prevention		BGSU Rec #
CL	▪ Each institution shall provide students with an educational program on hazing, verify each student's attendance at the program and prohibit a student who does not attend the program from participating in an organization.	9
	▪ Each institution shall provide all staff and volunteers that advise or coach an organization with mandatory training on hazing awareness, hazing prevention and the institution's anti-hazing policy.	9
	▪ Each institution shall adopt rules requiring any organization to conduct mandatory training on hazing for any volunteer who has contact with students.	9
IUC	▪ Advisor Oversight: Universities will strengthen the role of advisors to student organizations.	9, 12
		9

	<ul style="list-style-type: none"> ▪ Family and Community Engagement: Universities will engage with families and alumni as vital partners in efforts combatting hazing. ▪ Education and Reporting: Universities will assess and strengthen the substance and delivery of anti-hazing education. 	9
DS	<ul style="list-style-type: none"> ▪ Appoint Campus Hazing Prevention Coordinator ▪ Build a programming structure aimed at improving student health (e.g., Title IX, sexual assault prevention, mental health, substance abuse, and diversity, ▪ Address Social Culture at Off-Campus Houses ▪ Develop Communications Strategy Related to Alcohol Amnesty Policy ▪ Develop and Implement Campus-Wide Hazing Prevention Plan ▪ More Targeted Training, Intervention, Accountability with Varsity Athletic Teams 	8 8 8 9 9 9
Office of Student Engagement		BGSU Rec #
IUC	<ul style="list-style-type: none"> ▪ FSL Organizational Commitment: Universities will require each chapter to demonstrate trustworthiness on an annual basis. ▪ Eligibility: Universities will review their fraternity and sorority recruiting policies. ▪ External Oversight: Universities will work to strengthen parent/affiliated-entity oversight of fraternity and sorority organizations 	10 11 12
DS	<ul style="list-style-type: none"> ▪ Implement Big Brother/Sister Training and Standards of Behavior ▪ Evaluate and revamp recruitment process ▪ Stricter enforcement of substance-free recruitment ▪ Restructuring of Roles, Responsibilities and Time Investments for FSL Staff ▪ Develop Clear Divisional Expectations for Managing Director-Level Transitions 	10 11 11 13 13

THE INTER-UNIVERSITY COUNCIL OF PRESIDENTS' ANTI-HAZING PRINCIPLES

Hazing is intolerable and presents a serious risk to the health and safety of students. The Inter-University Council of Presidents adopts these Anti-Hazing Principles toward the shared purpose of eradicating hazing at Ohio universities. These principles, including the zero-tolerance approach, were inspired by the promise made to Stone Foltz by his parents as he lay in the hospital bed on March 4th, 2021—a promise that they would do everything needed to prevent another human from being hazed and to forever make sure Stone and no other individual is left behind due to horrendous acts of hazing.

PRINCIPLES THAT APPLY TO ALL STUDENT ORGANIZATIONS INCLUDING FRATERNITIES AND SORORITIES

1. **ZERO-TOLERANCE APPROACH:** Universities will impose severe sanctions against student organizations and individuals that engage in hazing.

Consistent with each institution's student conduct disciplinary process, each university will have a comprehensive anti-hazing policy that provides minimum sanctions that are specifically designed to deter hazing. The policy will include penalties for organizational and individual violations of the hazing policy, including minimum sanctions, fines, the withholding of a diploma or transcript, probation, suspension, and expulsion. Each university will post its policy on its publicly available website and distribute it to all students and student organizations.

2. **AUTOMATIC DISMISSAL:** Universities will automatically dismiss students convicted of hazing.

Universities will encourage the Ohio General Assembly to amend ORC 3345.22 and 3345.23 to include hazing as a qualifying offense of violence so that students convicted of the crime of hazing will be automatically dismissed from the university in which they are enrolled. In addition the student will be debarred from attending any other Ohio public university in accordance with the law.



3. INVESTIGATORY RIGOR: Universities will engage law enforcement as a vital partner in combatting hazing.

In addition to a university investigation, each university will share reports of alleged criminal hazing with campus and/or local law enforcement and will work closely with law enforcement in the investigation of such reports. Universities will also notify the student organization's national organization, if applicable.

4. ADVISOR OVERSIGHT: Universities will strengthen the role of advisors to student organizations.

Each university will require all university advisors to student organizations to agree in writing to a mandatory reporting policy that requires any advisor who has actual knowledge that members plan to participate, are participating, or have participated in any hazing activity to promptly report that knowledge in writing to the university's designated office for receiving reports of hazing and their respective national organization headquarters, if applicable.

5. PARENT-FAMILY/COMMUNITY ENGAGEMENT: Universities will engage with families and alumni as vital partners in efforts combatting hazing.

Each university will engage parents, family, alumni, and the broader community through a webpage and additional media to educate families about hazing, including where and how to report alleged hazing.

6. EDUCATION AND REPORTING: Universities will assess and strengthen the substance and delivery of anti-hazing education.

Universities will focus the educational program on enabling students to recognize hazing if they witness or experience it. The program must be designed to improve the reporting of hazing to ensure all members of the campus community know where and how to report hazing.

All students will be required to complete an anti-hazing educational program developed and implemented by the university before participating in student organization activities.

7. TRANSPARENCY: Universities will provide data to inform student decision-making about student organizations.

Each university will report all violations of its hazing policy. Each report will include:

- The name of the student organization identified in the report or in which the students named in the report are members or recruits;
- The date the organization and/or student was found responsible for violating either university policy or state law regarding hazing, whichever happened first;
- A general description of the policy and/or law violation and any investigative findings;
- Any penalties imposed on the organization;
- The final results of a related student disciplinary proceeding, to the extent permitted by university policy and applicable law.

8. PURPOSEFUL RELATIONSHIPS: Universities will provide a personal outlet for reporting.

Each university will designate an office or person by title to whom hazing should be reported and publish that information on its publicly available website. Universities will employ strategies to build early, one-on-one relationships with students/new members joining organizations in an effort to establish trust between university staff and students who may witness or experience hazing and encourage reporting.

**PRINCIPLES THAT APPLY ONLY TO FRATERNITIES AND SORORITIES
(INTERFRATERNITY COUNCIL, MULTICULTURAL GREEK COUNCIL, NATIONAL
PAN-HELLENIC COUNCIL AND PANHELLENIC COUNCIL AFFILIATED)**

1. ELIGIBILITY: Universities will review their fraternity and sorority recruiting policies.

Universities will review their fraternity and sorority recruiting policies to determine whether the university should make first-year students ineligible to join or seek membership in organizations during their first semester at the university.

2. EXTERNAL OVERSIGHT: Universities will work to strengthen parent/affiliated-entity oversight of fraternity and sorority organizations

To the extent applicable, universities will amend their fraternity and sorority recognition agreements to require, as a condition of recognition, that each organization invite its parent/affiliated-entity to evaluate in person or virtually their respective chapters at a minimum of two (2) times each academic year.

3. FRATERNITY AND SORORITY LIFE ORGANIZATIONAL COMMITMENT: Universities will require each chapter to demonstrate trustworthiness on an annual basis.

Universities will provide a framework with established requirements for each chapter to provide on an annual basis. This will document the specific steps the organization will be taking, in partnership with their advisors (and affiliated entity, if applicable), to operate safely, without any hazing activities or any ritual-based activity outside of the organizational mission. Such plan will focus on how the chapter will provide positive value to the university and the community in general.



Bowling Green State University External Review Report

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June 28, 2021

Recommendations

Hazing Policy/Procedures/Prevention

Update and Expand Campus Hazing Policy – Currently, hazing is only listed as a prohibited behavior in the campus student code of conduct. There is no comprehensive policy that broadly defines hazing or outlines the University's procedures regarding the investigation and adjudication of hazing with registered student organizations (RSO's) and/or university-affiliated groups (UAG's), including varsity athletic teams. The development of a comprehensive, stand-alone university hazing policy is recommended. While a number of examples of such a comprehensive policy exist, attached to this report as Appendix 2 you will find the Dyad Strategies Model Hazing Policy. Regardless of the model the University chooses to use, a comprehensive policy should include the following sections:

- Definition of hazing (with references to applicable state laws)
- University jurisdiction regarding hazing
- Examples of hazing
- How to report hazing at University
- Procedures for investigating allegations of hazing
- Procedures for adjudicating allegations of hazing (including references to any other University codes or policies)
- A delineation between individual and organizational behavior
- A retaliation clause

Develop and Implement Separate Organizational Misconduct Policy – The University currently has no distinct written procedures for how allegations of misconduct involving RSO's and UAG's will be investigated and adjudicated beyond the Code of Student Conduct. Instead, the University attempts to graft organizational misconduct onto the individual student code of conduct, but the process lacks clarity and consistency. The University should develop a separate policy outlining how allegations of misconduct involving RSO's and UAG's will be investigated and adjudicated. Attached as Appendix 3, please find the Dyad Strategies Model Policy for Student Organization Conduct.

Invest in Hazing Investigation Training – The University currently has only one staff member in the Office of Student Conduct who has received any training related conducting hazing investigations. In order to adequately and thoroughly investigate all claims of hazing, the University must invest in creating and training a hazing investigation team. This team should be cross-disciplinary group representing a diverse collection of University faculty and staff, and should be trained on proper investigative techniques, questioning strategy and collusion. Given proposed changes to the State of Ohio's hazing law, this trained team should also include campus police.

Appoint Campus Hazing Prevention Coordinator – While a variety of campus committees charged with hazing prevention have existed at BGSU over the years, no single person has "owned" hazing prevention or been responsible for guiding the work of these committees. The result of this lack of ownership has been an inconsistent approach to hazing prevention across the University that has waxed and waned from year to year depending largely on the priorities of the FSL office and the Athletics Department. In order to ensure a more consistent and

intentional approach to hazing prevention on campus, the President should appoint a Campus Hazing Prevention Coordinator.

The Hazing Prevention Coordinator should be tasked with the following responsibilities:

- Chair and overseeing the work of a standing Campus Hazing Prevention Committee
- Ensure campus compliance with any state or federal laws related to hazing
- Ensure consistency in hazing prevention education to at-risk student groups across campus
- Ensure that all allegations of hazing are thoroughly investigated
- Provide adequate training for campus hazing investigation team
- Conduct annual audits of all campus hazing prevention efforts
- Conduct annual audits of all cases of reported hazing and their subsequent investigation, adjudication, and sanctioning
- Complete bi-annual climate surveys related to hazing attitudes and prevalence on campus

While a number of campus employees could serve in this role, the reviewers recommend the Chief Health Officer, Ben Batey. We make this recommendation for a number of reasons, including:

- Direct access to President
- Hazing is, above all else, a public health concern
- Understanding of the role that power plays in the psychology of hazing
- Ability to work across campus to form interdisciplinary coalitions to address hazing as a broader part of the campus social culture
- Understanding of the interconnectedness of campus alcohol culture and hazing culture

Develop and Implement Campus-Wide Hazing Prevention Plan – Once the Hazing Prevention Coordinator is established as the leader of the Campus Hazing Prevention Committee, he should direct that group in the development of a comprehensive campus hazing prevention plan. Elements of this plan should include:

- Prevention education framework targeting at-risk student groups
- Utilization of coaches, alumni advisors, national headquarters and other stakeholders as partners in hazing prevention
- Development and administration of campus hazing climate survey, using data to inform practice as well as social norming prevention education
- Development of hazing awareness/prevention messaging for new students and parents as part of summer orientation
- Creation of partnerships across campus designed to aid in hazing awareness and prevention

While a number of models exist regarding the development of a campus-wide hazing prevention plan, the most comprehensive resource is the Hazing Prevention Toolkit for Campus Professionals located at https://nccpsafety.org/assets/files/library/Hazing_Prevention_Toolkit.pdf

Campus Social/Alcohol Culture

Address Social Culture at Off-Campus Houses – Underlying the hazing culture at BGSU is the social culture in student housing on the perimeter of campus. In order to fully and effectively address the hazing culture on campus, the social culture in these off-campus satellite houses must simultaneously be addressed. In order to accomplish this, we recommend the following:

- Expanded MOU Between BGSU and Bowling Green City Police – The current MOU between campus and city police is narrowly tailored as a mutual aid agreement and an information-sharing agreement. As such, it fails to fully capture the need for a proactive police presence in the neighborhoods where the majority of student social events are taking place. The MOU between BGSU Police and the City of Bowling Green Police Department should be expanded to include the following:
 - The establishment of a campus “fringe” to include neighborhoods adjacent to campus that contain a high concentration of students in rental property.
 - The establishment of a joint fringe patrol unit that patrols the identified campus fringe in order to establish an increased police presence in these neighborhoods. While there are several examples of these types of units, the gold standard for campus police fringe units is the partnership between the University of Alabama Police and the Tuscaloosa Police Department.
 - The establishment of community-oriented policing standards for this campus fringe. These standards should include the identification of the houses that are primarily used as satellite houses for on-campus groups (fraternities, varsity athletes, club sport athletes, etc.), the development of relationships with both the owners and residents of these properties, and increased patrols around these properties.
- Require Registration of All Social Events On and Off Campus – BGSU does not currently require student organizations to register social events off campus, even though the overwhelming majority of social events held by student groups occur off of the University campus. The University should develop social event registration policies and procedures that clearly identify what constitutes a sponsored social event and requires the registration of social events on and off campus. Elements of this policy/process should include:
 - Time, location, and estimated attendance at event. Estimated attendance should be consistent with fire-code limitations established for all properties on and off campus. If an event space does not have an established fire code limitation, the University should work with the local fire department to establish one for any property at which a social event is to be held.
 - A thorough description of the event, including the manner in which alcohol will be present/provided/monitored, the manner in which access to the event will be controlled, the manner in which the guest list will be maintained and by whom, the identification of an appropriate ratio of sober party monitors
 - Notification of campus/city police that the event will be taking place.
 - Establishment of security requirements for off-campus events that are anticipated to be of a certain size
 - Strict prohibition on hard alcohol/distilled spirits over a certain ABV unless provided by a licensed third-party vendor

- Regular risk/event management training for social chairs, risk management chairs, sober party monitors and other group representatives as deemed appropriate
- Adjust Campus Policies to Incentivize On-Campus Social Events – While increasing policing in neighborhoods where off-campus events are most likely to occur and increasing accountability associated with off-campus events, the University should also undergo a series of policy revisions aimed at making it easier for student groups to host social events on campus. A number of campus policies will need to be changed/altered in order to facilitate. For example, University housing currently has a policy that alcohol cannot be present in common areas of a house. While most chapter houses have chapter rooms that are capable of hosting social events, policies prohibit them from doing so. The University should establish a committee to review all relevant policies to incentivize a return of social events to on-campus spaces, including both residential fraternity/sorority houses and community spaces for unhoused groups.

Develop Marketing/Communications Strategy Related to Alcohol Amnesty Policy – Both fraternity/sorority leaders and unaffiliated students agreed that there is a great deal of confusion, misinformation and a general lack of awareness regarding the University’s alcohol amnesty policy. The University should enlist a coalition of campus partners, including the marketing/communications team, FSL, athletics, health/wellness and other units to develop a comprehensive marketing and communications strategy aimed at increasing student awareness of the campus alcohol amnesty policy. This strategy should include communication to new students and parents at orientation, student athletes, fraternity/sorority new members/leaders, a social media campaign, a dedicated University website, and communications in campus residence halls.

Evaluate and Revamp Recruitment Process – The COVID-19 pandemic upended many fraternity and sorority chapters in terms of their ability to recruit. Some groups pivoted well to online recruitment, while others struggled. The campus should take advantage of the opportunity that COVID has provided to re-examine recruitment practices on campus, particularly with IFC and Panhellenic groups.

BGSU should work with the fraternity/sorority community to transition to an informal, delayed recruitment process taking place over an extended period of time during the Fall semester. By allowing fraternities and sororities a longer period of time to meet and connect with prospective members on campus, the pool of prospective members will grow. Furthermore, this change would allow fraternities to identify and recruit those students who may not otherwise be interested in joining a stereotypical fraternity/sorority experience. If coupled with a freshman Early Alert program similar to those utilized at other institutions (see UAB, for example, at <https://www.uab.edu/faculty/teaching/early-alert>), a delayed recruitment process could simultaneously address two challenges – expanding the recruitment pipeline to be more inclusive of students who may not typically join fraternities/sororities, and ensuring that only students who are academically prepared are joining. The recruitment process should be scheduled such that “bid day” happens approximately one month into the semester, after faculty have submitted early alert grades for new students, and only those students above a certain GPA (2.0 – 2.5) would be eligible to join a fraternity.

A new recruitment model should incorporate the following features:

- Expanded opportunities for fraternities/sororities to meet with incoming students during orientation and Welcome Week
- A formal “meet the Greeks” event early during the Fall semester and the generation of a recruitment database of those students who express interest in fraternity recruitment
- A partially structured, informal process taking place over a period of several weeks, in which fraternities/sororities are able to table on campus, host recruitment events, and meet with interested prospective students
- Given the size of the community, the formal sorority recruitment process should follow the NPC’s guidelines for a “Partially Structured Recruitment” process.
- Strict enforcement of a dry recruitment period – any events that involve prospective members must be identified as recruitment events, and should be coupled with a strict ban on any events, on or off-campus, at which alcohol is provided or served in the presence of prospective members
- A new member process that begins approximately one month into the semester (late-September/February), lasts no more than five weeks, with new members initiated by early November/April.

Stricter Enforcement of Substance-Free Recruitment – As noted in the findings, fraternity members in particular spoke openly of the role that alcohol plays in the recruitment process. The result of this, as noted by a sorority chapter advisor, is that the “fraternity experience is largely a drinking culture” that primarily attracts students seeking a social experience. The University, in coordination with IFC leaders and chapter advisors, must stake out a stronger position on the role of alcohol in the fraternity recruitment process. Policies related to the elimination of alcohol should (whether University, or IFC, or both) should include the following elements:

- Designation of any event at which prospective members will be present as a recruitment event
- Strict prohibition on alcohol being present or served at any recruitment event, with clear and established outcomes for chapters who violate this policy

Implement Big Brother/Sister Training and Standards of Behavior – One of the high-risk nights identified by students on campus is the big/little brother/sister nights hosted by several campus organizations. The position of big brother/sister was originally designed to be that of a mentor and guide, but in recent years it has devolved, on many campuses and in many organizations, to that of a drinking buddy. Furthermore, the process of obtaining a big brother/sister has become, for many new members on many campuses, one of the most dangerous nights of the new member process, fueled by alcohol and “family traditions.”

BGSU must work in conjunction with leadership from the fraternity/sorority governing councils and chapter leaders and advisors to develop an agreed-upon set of standards and expectations for the big brother/sister position. This should include minimum expectations to become a big brother/sister, standards of behavior, guidance on the big/little matching/selection process, and training for students approved to become big brothers/sisters. The training for these students should include the following elements:

- Standards and expectations for big brothers/sisters
- Curriculum on the creation of sense of belonging, brother/sisterhood

- Red Watch Band, Green Dot, or other appropriate bystander training focused on recognizing and responding to signs of alcohol poisoning

This committee should also investigate the feasibility of implementing a requirement that big brothers/sisters be upperclassmen (juniors or seniors).

Management/Priorities of FSL Office

Develop Clear Divisional Expectations for Managing Director-Level Transitions – One of the clear themes that emerged in this review had to do with the lack of appropriate transitions that have occurred within the FSL office over the last decade. Current and former staff all described scenarios in which they were given minimal information as part of their transitions regarding previous initiatives, initiatives that should be continued/altered/discontinued, or assisted in building relationships with key stakeholders. The FSL experience has suffered as a result, as every new FSL administration represented a new start from scratch.

The Vice President of Student Affairs should convene a divisional committee charged with developing a comprehensive set of best practices regarding the transition of director (or equivalent) level positions within the division, thus creating a set of guidelines and expectations for mid-level (Dean/AVP, etc.) staff charged with navigating these transitions. These guidelines should include, at minimum:

- Expectations around the gathering of transition materials from incumbent directors prior to departure
- Expectations around the appointment and supervision of interim directors during vacancies
- Expectations regarding training/onboarding of new director-level staff in the division
- Expectations regarding short and long-term goal setting of new directors and the utilization of previous unit goals/annual reports in that goal-setting process

Restructuring of Roles, Responsibilities and Time Investments for FSL Staff – Our review revealed that the FSL staff spends a disproportionate amount of time (approximately 35-40 percent by their estimation) advising/supporting governing council officers and one-on-one meetings with chapter presidents. Relative to the impact that governing councils have on the greater fraternity/sorority community, and based on the fact that chapter presidents feel overwhelmed by what one chapter advisor referred to as a “paper chase,” the time and energies of the FSL staff should be reimaged. This realignment should include the following:

- Development of and alignment of effort with strategic priorities – The FSL unit currently operates without a set of overarching strategic priorities. As a result, the efforts of FSL staff are disjointed, lack a cohesive focus, and appear to be based on the personal areas of interest of staff members instead of being aligned with any overarching strategic goals.

The FSL unit should utilize the findings of this report, including the data from the quantitative assessment in Appendix 1, to develop a set of 3-5 strategic priorities. Once these priorities are established, all FSL staff efforts (programming, advising, chapter goal setting, etc.) should be designed around advancing these priorities.

Once these strategic priorities are identified, the FSL unit should develop and implement an ongoing assessment plan to understand, over time, the impact that their efforts have in moving the needle in each strategic area. Each strategic priority should be mapped to one of more of the outcomes measured in Appendix 1. The current data gathered and reported in Appendix 1 will serve as baseline data. All efforts of the FSL staff moving forward should be mapped to one or more of the strategic priorities, and future assessment efforts should be designed to measure and understand the impact of these efforts.

- Less time supporting council officers, more time supporting chapter officers – FSL staff report spending a significant amount of time supporting councils and council officers whose impact on the community, according to chapter leaders, is negligible. Less time should be spent in one-on-one meetings with council officers and chapter presidents, and more time should be devoted to supporting chapter officers in group settings. Instead of time spent advising councils, time should be spent advising and supporting “pods” of various chapter officers. While the specific time spent in this area should be driven by new strategic priorities, the FSL staff should be having bi-weekly training/roundtable meetings with recruitment chairs, new member educators, accountability/standards chairs, brother/sisterhood chairs, and other chapter officers that are critical to advancing FSL strategic priorities at the chapter level. Governing councils should only meet in person on a bi-weekly or monthly basis to handle council-level business – the time saved by this change should go to supporting student leaders in these leadership pods.
- Recruiting, coaching, supporting chapter advisors – Additional time should be devoted to the recruitment, training and support of chapter advisors. Currently, the only advisor engagement consists of an advisor newsletter and being copied on email messages to chapters. There are no roundtable meetings, no training or education, and no support. Subsequently, advisors feel “pushed to the side” and “actively excluded” by the University. In addition, there is disparity among the number, quality, and level of engagement of advisors between chapters. Some chapters have a group of highly engaged advisors. Other chapters have advisors-in-name-only who have infrequent contact with the chapters they advise. Even in those chapters with ample advising, there is a lack of understanding on the part of advisors related to what their roles should be within the organization.

Ultimately, the success of the fraternity/sorority chapters at BGSU is largely dependent upon the quality of advising that each chapter receives. Currently, there is a wide disparity from chapter to chapter in terms of the quality and quantity of chapter advisors. The FSL unit, in conjunction with the alumni relations department, should establish a departmental KPI that each fraternity/sorority chapter will have a gold standard of five (and no less than three) chapter advisors and that those chapter advisors have received adequate training from both the University and their respective national organizations. The College should promote and recruit advisors into a consistent, five-person chapter advisory team model, incorporating the following positions:

- Primary Advisor – overseeing advisory team and advising chapter president
- Financial Advisor – support chapter treasurer and house manager and serve as liaison to University for housing/financial related issues
- Membership Education Advisor – support chapter new member educator in development and implementation of new member education program and other chapter educational and brother/sisterhood programs
- Recruitment Advisor – support chapter recruitment chair in development and implementation of chapter's recruitment program
- Faculty/Scholarship Advisor – support chapter academic/scholarship chair in development and implementation of chapter academic improvement initiatives

Once chapter advisors are identified and recruited, a comprehensive communications and training plan should be developed. Chapter advisors should meet (in person or virtually) as a group at least twice per semester, and should receive electronic communication from the FSL unit on a regular basis.

The College should also develop a comprehensive training schedule for chapter advisors. Elements of this training should include, but are not limited to:

- Topics related to diversity and inclusion
 - Relevant college policies and procedures
 - Current research on student development/trends with post-millennial/Gen Z students
 - Topics related to new member socialization, sense of belonging, and hazing prevention
 - Coaching skills
- Intentional efforts to boost accountability at chapter level – Currently, many problems within the community stem from what students and advisors describe as a lack of internal accountability within their chapters. This is consistent with a growing body of national research suggesting that post-millennial students struggle with confrontation and conflict resolution, two skills critical to effective peer-to-peer accountability. Working with chapter leaders and advisors to develop and implement formal and informal systems of accountability within fraternity/sorority chapters, assisting chapters in developing KPI's related to internal accountability, develop incentives for chapters who achieve certain KPI's related to internal accountability, and providing training for new members around healthy conflict and confrontation should be all be a top priority for the FSL staff.
 - Investments in Health and Wellness, Peer Education – The University has made significant investments in the last year in infrastructure to boost health and wellness among the student body, including the hiring of a chief health officer and a health educator focused exclusively on mental health. Consequently, mental health is one of the areas identified by chapter leaders and advisors as among their top concerns. Creating synergy between FSL, Housing and Residence Life (through the Community Assistant Positions) and Health and Wellness to build a programming structure aimed at improving the health of fraternity/sorority members should be a priority moving forward. Elements of this programming structure should include
 - Alcohol/Other Drug (AOD) peer education
 - Mental health peer education
 - Development of chapter group sessions based on need

- Development of alcohol dependency recovery groups/programs
- Title IX/sexual assault prevention education
- Develop Comprehensive DEI Plan for FSL - Diversity and inclusion must become a priority within the fraternity/sorority community at BGSU. This includes structural diversity as well as education around DEI issues. The University should establish a committee composed of students, faculty, staff and alumni and task that committee with the development of a comprehensive DEI plan for FSL. Elements of that plan should include, but are not limited to:
 - The support and advisement of culturally-based fraternities and sororities
 - An examination of current recruitment and socialization practices at the community and chapter level, to ensure that they are aligned to promote diversity and inclusion on campus
 - The development of a comprehensive DEI educational plan for the community
 - The creation and empowerment of chapter DEI chairs

Units Outside of FSL

Additional Staff Member in Office of Student Conduct – The Office of Student Conduct currently has only one person dedicated to investigations, and this includes a growing caseload of sexual misconduct not covered under Title IX. It has been a challenge for one person to navigate that investigative caseload. In order to ensure adequate turnaround and thorough investigations, the University should add an additional staff member to the Office of Student Conduct to assist in the investigation and adjudication of student organization misconduct.

Better Coordination of Campus Title IX/Sexual Assault Education – As noted earlier, the responsibilities for sexual assault programming on campus live everywhere and nowhere simultaneously. While a number of offices and administrators are engaged in this training, there has been minimal institutional coordination of these efforts. The Title IX Coordinator should appoint a deputy coordinator who is specifically tasked with coordinating all sexual assault/violence prevention education on campus. This person should be specifically tasked with the following:

- Ensuring compliance for mandated education for all incoming students
- Collecting annual statistics related to Title IX/Sexual Violence prevention programming (number of students reached, RSO/ASG's receiving programming, types of programs delivered, content areas covered, etc.) and identifying gaps in the delivery of Title IX education
- Coordinating the timing, content, and delivery of various departmental educational programs
- Ensuring additional training for high-risk student populations (fraternity/sorority members, varsity and club sport athletes, marching band, etc.)

More Targeted Training, Intervention, Accountability with Varsity Athletic Teams – BGSU is somewhat unique in that it is a Division 1 athletics institution containing off-campus unofficial team houses (generally, this is more prevalent at smaller institutions). These unofficial off-campus houses regularly play host to team-sponsored social events. Overlaid against this residential/social culture is, at least in some teams, a culture of social dominance hazing.

However, varsity athletes are receiving only cursory training related to hazing, and are receiving virtually no training related to social event risk management beyond general AOD training.

The Athletics Department, in coordination with Health and Wellness, should develop a comprehensive plan aimed at promoting a healthier social culture within their off campus residential structure. Elements of this plan should include:

- The annual identification of team satellite houses off campus, the identification of residents of those houses, and the intentional development of relationships with the owners of those houses.
- Requiring athletic teams to register social events held at these houses through the social event registration process.
- Targeted training for satellite house residents and team leadership regarding social event risk management, alcohol safety (including signs of alcohol poisoning), the alcohol amnesty policy, and sober monitor requirements.
- Targeted training for coaches regarding positive team culture, accountability, systems of social dominance and hazing prevention

Revamped Training for Community Assistants to Focus on Health, Wellness – Currently, FSL community assistants receive primarily the same training as resident assistants, with only one day of training reserved as specifically focused around their unique role in fraternity/sorority housing units. Given the clearly stated need for addition programming around and support for health and wellness, particularly mental health, the CA is uniquely positioned to play an important role in both coordinating and providing this programming. A committee consisting of students, alumni, representatives from FSL, Housing, and Health and Wellness should conduct a comprehensive review of the CA job description and training program in order to better align the CA role with the needs of FSL members living in those facilities.



BOWLING GREEN STATE UNIVERSITY

3341-1-xx Anti-Hazing Policy.

Applicability	Students, Student organizations, Student Groups, and Employees
Responsible Unit	Office of the Provost
Policy Administrator	Provost

(A) Policy Statement and Purpose

Bowling Green State University (BGSU) has zero tolerance for any form of hazing.

The University seeks to promote a safe environment in which members of our learning community may participate in experiences and activities without compromising their health, wellbeing, dignity, and/or rights. Hazing can cause irreparable harm to victims, victims' families, and the University community. From a legal perspective, hazing is a crime. From the University's perspective, hazing is a violation of Policy and antithetical to the ideals and values of our learning community related to belonging and personal growth. Prevention of hazing is the responsibility of every member of the University community, including students, student organizations, student groups, employees, and alumni.

This document outlines the scope of the Policy; defines key terms; prohibits hazing and related conduct; designates mandatory reporters; identifies mechanisms to report hazing; provides amnesty for reporters; describes the institutional response to reports of hazing; establishes corrective action and discipline for violating this Policy; details how this Policy is reviewed; and explains the process whereby individuals may obtain information about misconduct by student groups and student organizations.

(B) Policy Scope

- (1) This Policy applies to BGSU students, student organizations, student groups, and employees. This Policy also applies to volunteers acting in an official capacity that advise or coach student organizations and/or student groups and who have direct contact with students.
- (2) BGSU has jurisdiction under this Policy whether the conduct occurs on or off campus.
- (3) The following factors do not prevent conduct from being considered a violation of this Policy:
 - (a) Expressed or implied consent; or
 - (b) The conduct not being part of an official event or otherwise sanctioned or approved by a student organization or student group.
- (4) Hazing does not include either of the following:
 - (a) Reasonable and customary organizational training, contests, competitions, or other events that are explicitly relevant to the mission of the organization; and/or
 - (b) Lawful expressive activities that are protected under the First Amendment to the United States Constitution, Section 11 of Article I of the Ohio Constitution, or Sections 3345.0211 through 3345.0214 of the Revised Code.
- (5) In addition to this Policy, NCAA student athletes shall follow the policies and guidelines set forth by the NCAA, the affiliated conference, and BGSU Athletics.

(C) Definitions

- (1) Hazing means doing any of the following, or pressuring, causing, forcing, soliciting, or coercing any person to do any of the following, for the purpose of initiating, admitting, or affiliating an individual into or with a student group or student organization; continuing or

enhancing an individual's membership or status in a student group or student organization; or perpetuating or furthering a tradition or ritual of a student group or student organization:

- (a) Engage in any conduct prohibited by federal and/or state and/or municipal criminal law, regardless of whether an arrest is made, or criminal charges are brought;
 - (b) Take into their body any food, liquid (including alcohol), drug, or other substance that subjects the person to a substantial risk of mental or physical harm; and /or;
 - (c) Cause or create a substantial risk of causing mental or physical harm to another and/or engage in any act or omission that contributes to the death of another.
- (2) Hazing includes (but is not limited to) the following actions and situations, if they happen for the purpose defined in Section (C)(1):
- (a) Acts of a physical nature such as: beating, bondage, branding, calisthenics (e.g., wall-sits, sit-ups, push-ups), exposure to the elements, kicking, paddling, pushing, shoving, striking, tackling, throwing items at or on individuals, and/or whipping.
 - (b) Acts that may adversely affect the mental health or dignity of the individual such as: exclusion from social contact, kidnapping or abandonment, line-ups or berating, and/or sleep or food deprivation.
 - (c) Activities that a reasonable person would view to be frightening, humiliating, intimidating, or deceptive (including deception intended to convince the individual of impending pain, injury, or non-initiation) such as: blindfolding; having individuals yell when entering or departing a physical structure or in the presence of designated individuals; having individuals use designated entrances or exits and/or not permitting them to enter general use facilities or spaces; intentionally creating labor or clean-up work; not allowing individuals to wear certain garments or accessories; promoting servitude; requiring

individuals to complete personal errands; requiring individuals to wear apparel that is conspicuous or uncomfortable; and/or requiring individuals to wear scant clothing or to be nude.

- (d) Participation in any act of a sexual or lewd nature.
 - (e) Activities that endanger or have the potential to endanger the academic performance or personal life of an individual (e.g., not allowing adequate time for or interfering with academic commitments, employment, or family obligations).
 - (f) Any destruction or removal of public or private property.
 - (g) Activities that violate University policies.
- (3) “Student” means any person from the time they are admitted to the University up through the date of graduation. This term includes, but is not limited to:
- (a) Newly admitted students who have attended orientation;
 - (b) Currently enrolled individuals, including dual-enrolled students; and/or;
 - (c) An individual who has been enrolled in classes at any time within the prior two semesters (i.e., summer, fall, or spring).
- (4) “Student organization” means a group of people who are associated with each other and who have registered with the University as a student organization as outlined in University Policy 3341-2-36.
- (5) “Student group” means a number of persons who are associated with the University and each other, but who have not registered, or are not required to register as a student organization (e.g., athletic teams, spirit groups, military organizations, honor societies, musical or theatrical ensembles, bands, or clubs).
- (6) “Serious physical harm” includes, but is not limited to, any harm that involves disfigurement; protracted loss of use of or impairment

of the function of a bodily part, organ, or mental faculty; substantial risk of death or emergency hospitalization; and/or unconsciousness.

(D) Prohibited Conduct

The following behaviors constitute a violation of this Policy:

- (1) Purposefully, knowingly, recklessly, or negligently hazing any person.
- (2) Involvement in the planning of hazing and/or being present during hazing.
- (3) Failing to intervene to prevent or stop hazing if the individual has prior knowledge of a planned hazing activity.
- (4) Failing to assist or seek assistance if the individual knows or reasonably should know that another is in danger from effects of hazing.
- (5) Knowingly making a false accusation of hazing.
- (6) Failing to report any information about suspected Prohibited Misconduct if required to do so in Section (E) of this Policy.
- (7) Failing to cooperate in an investigation of hazing, as defined as noncompliance with the Conduct Process as outlined in the Code of Student Conduct.
- (8) Retaliating against or taking adverse action toward any reporting party and/or person participating in a hazing investigation or disciplinary proceeding.

(E) Mandatory Reporters

A “mandatory reporter” must immediately report knowledge of hazing as defined in Section (C) of this Policy to the University through any of the five reporting options outlined in Section (F) of this Policy. A mandatory reporter who fails to make a timely report

may be subject to appropriate discipline. Each of the following is considered a “mandatory reporter:”

- (1) Any full or part-time employee of the University (including student employees and graduate assistants), or
- (2) Any volunteer acting in an official capacity who advises or coaches student organizations and/or student groups and who have direct contact with students.
- (3) Employees who are required by law to protect confidentiality are exempt from this requirement.

Note: Reports made pursuant to this Policy do not supersede or replace other reporting obligations.

(F) Reporting options

Beyond mandatory reporters, BGSU encourages anyone who experiences or has information about hazing (e.g., student, family member, visitor, or other third party) to immediately make a report. Prompt reporting enables law enforcement to collect and preserve evidence and campus officials to gather timely and relevant information to aid in investigations. BGSU will act in the best interests of the overall University community, based upon the available information.

A person may report prohibited conduct to BGSU without disclosing one’s name using the online reporting form found on the See It. Hear It. Report It. webpage.

Reports may be made via the following methods:

- (1) Law enforcement
 - (a) Dial 911 to report any emergency situations
 - (b) Dial (419) 372-2346 for nonemergency situations to speak with the BGSU Police Department. An officer will assist in identifying which law enforcement

agency should receive the report if the incident occurred outside their jurisdiction.

(2) Hazing reporting line

(a) Call the Hazing Reporting Line at (419) 372-HAZE (419-372-4293).

(b) This reporting line is staffed by the Office of the Dean of Students and accepts calls 24/7.

(3) *See it. Hear it. Report it.* Website

Complete the Hazing Report Form at <http://bgsu.edu/reportit>. This link is on the BGSU *See It. Hear It. Report It.* website.

(4) In-person

Make a report in person at the Office of the Dean of Students.

(5) Human Resources

Violations by University employees should be reported directly to the Office of Human Resources.

(6) If a report is submitted to Campus Police, the Hazing Reporting Line, the Dean of Students Office, or Human Resources, the staff member who receives the report is required to submit this information via the Hazing Report Form and should also encourage the reporter to complete the online form.

(G) Amnesty

BGSU recognizes that individuals may be reluctant to report hazing activity due to a fear of potential consequences for their own conduct. Therefore, students who make a report under this Policy or who participate in an investigation related to this Policy will not be charged with other minor University Policy violations that are brought to light in the course of the investigation that arose out of, or were committed as a direct result of, the incident(s) under investigation as long as those behaviors do not represent a threat to the health, safety, or wellbeing of others. For example, students

required to consume alcohol as part of a hazing incident will not be charged with violations of University alcohol policies. The University may follow-up with those students related to those issues as appropriate in a non-disciplinary manner.

In addition, a currently enrolled student who, in good faith, seeks or obtains medical assistance (e.g. by calling 9-1-1) for themselves or for another person for the overconsumption of alcohol or for a drug overdose, shall not be charged with a violation of the Code of Student Conduct in connection with the possession or consumption of alcohol or drugs as outlined in the Medical Amnesty section of the Code of Student Conduct.

(H) Procedures for Institutional Response

- (1) BGSU will always notify the appropriate law enforcement agency or agencies when a report of hazing is received and document that the notification was made.
- (2) The University will determine if interim measures are needed to protect the safety and/or well-being of others.
- (3) The Hazing Prevention Coordinator, or designee, will launch an immediate investigation into all reports of hazing involving students, student groups, and student organizations. During the course of the investigation, students, student groups, and student organizations may request to enter information into the record and may recommend specific witnesses to the investigator(s). Ultimately, the investigator(s) will determine the relevance of information or witnesses. In completing the investigation, the investigator(s) may:
 - (a) Make contact (if possible) with the individual(s) who submitted the initial information.
 - (b) Make contact with the individual(s) alleged to have violated this Policy. If the conduct involved a student organization or student group, the investigator(s) will contact the presiding student leader and advisor of the entity under investigation.
 - (c) Interview any individuals with relevant information.

- (d) Request relevant information from members of the student group or student organization (e.g., text messages, screenshots, pictures, videos).
 - (e) Require members of the student group or student organization, or a select group of members, to meet with staff and may restrict communication between the student group or student organization members during the interview.
 - (f) Request students to undergo a physical examination at the Falcon Health Center or by another appropriate medical professional of the University's choosing and at the University's expense as well as to sign a waiver allowing that medical professional to share a summary of the relevant results of the examination (e.g., findings of physical abuse, Blood Alcohol Content, drug usage). The summary will be considered an educational record under Family Educational Rights and Privacy Act.
- (4) Students must appear at required conduct meetings. Students are not compelled to answer questions or provide information. If a student fails to participate in the conduct process, the University may proceed to resolve the matter. No adverse inference may be drawn against a student who does not participate in the conduct process.
 - (5) Students participating in an investigation process are expected to do so in an active, cooperative, and truthful manner. Falsifying, distorting, intentionally omitting, or misrepresenting information is a violation of the Code of Student Conduct. The University will make every effort to complete the initial investigation within a period of thirty (30) days, barring extenuating circumstances. If the circumstances require more than thirty (30) days, the University will notify the student group or student organization representative(s) of the delay, including the reason(s) for the delay and the anticipated timeline for completing the investigation.
- (I) Corrective Action and Zero Tolerance Sanctions
 - (1) Violations of this Policy by students and/or student organizations defined in Sections (C)(3) and (4) will be sanctioned in accordance with the Code of Student Conduct.

- (2) Violations of this Policy by student groups defined in Section (C)(5) will be sanctioned by the Hazing Prevention Coordinator in consultation with the divisional leader who has oversight for the group and the Dean of Students. The Hazing Prevention Coordinator may convene a formal hearing panel to recommend sanctions.
- (3) Expulsion or Degree Revocation will be the minimum conduct sanction assigned to any student organization or student for any violation of this Policy that causes death, serious physical harm, or substantial risk of serious physical harm. This includes coerced consumption of alcohol or drugs of abuse that causes death, serious physical harm, or substantial risk of serious physical harm.
- (4) Violations of this Policy are subject to referral to appropriate law enforcement or University services, as well as to regional and inter/national affiliated offices of student organizations, for action and prosecution.
- (5) Violations of this Policy by employees may result in corrective action or discipline (including termination) under any applicable University policies and procedures

(J) Policy Review

This Policy is maintained and administered by the Office of the Dean of Students. The Policy will be reviewed each year and updated as needed. The annual Policy review will include an evaluation of any changes in legal requirements, existing University resources, and the cases reported and resolved during the preceding year.

(K) Reporting and Transparency

The Hazing Prevention Coordinator will create and maintain a website that provides information concerning any report of hazing misconduct by student organizations and student groups for the current academic year as well as for the previous five (5) academic years. This website will include a brief description of the alleged misconduct, the outcome/finding concerning the alleged misconduct, and any corrective action or discipline taken.

Appendix D. Chapter Commitment Plan

Chapter Commitment

Bowling Green State University is committed to partnering with students, advisors, inter/national headquarters and others to advocate for a life-long safe fraternal experience. The Chapter Commitment primarily assists constituents in understanding the policies and procedures of Bowling Green State University. Specifically, it prioritizes anti-hazing initiatives. The plan enforces that Bowling Green State University unconditionally opposes hazing activities and has zero-tolerance for hazing.

The Chapter Commitment holds fraternities and sororities accountable to their purpose, standards and values. The Chapter Commitment plan intends to aid the fraternity and sorority community to:

- Enhance awareness of and commitment to a community of care by understanding Bowling Green State University's policies and procedures and knowing how to report concerning behavior.
- Prioritize the health, safety and well-being of chapter members through educational trainings, outreach and resources.
- Support positive working relationships between the University and individual chapters by connecting with staff members to celebrate successes and seek assistance when issues arise.

Fall 2021 Chapter Action Items	Due By	Suggested point person
All chapters need to update their student organization registration annually. The registration will require an updated copy of the chapter's constitution and bylaws. <i>Chapter annual registration is completed on Presence.</i>	8/1/21	President
All chapter rosters must be verified (including email addresses ID#s, and date of initiation) with Fraternity and Sorority Life. The roster should be updated as needed throughout the academic year. <i>Current rosters on file were sent to Chapter Presidents on 6/14/2021 for verification.</i>	First Roster due by 8/1/21	Secretary
Chapter leadership will attend the FSL Training Day.	8/25/21	Required officers
100% of active members must sign the anti-hazing acknowledgement form on Adobe Sign. <i>100% of active members will receive an email by 8/2/2021 alerting them to sign this acknowledgement.</i>	9/13/21	All Members
Chapter must submit a detailed plan of their new member/intake process. This will include date, time, location, purpose of the meetings (ritual or education) and who will be participating. <i>Chapter presidents will receive a copy a document entitled New Member Education/Intake Plan. The completed plan must be submitted via the designated form.</i>	2 weeks in advance to recruitment/intake beginning	New member educator
100% of active chapter members must complete the Bridge Anti-Hazing Module and Alcohol Education Training. <i>100% of active chapter members will receive an email by 8/2/2021 alerting them to complete the training.</i>	10/1/21	All members

<p>All chapters must attend a harm reduction training on anti-hazing initiatives, alcohol and bystander intervention. 80% of chapter members must be in attendance at this event. If the chapter's HQ cannot provide such a training, the chapter must schedule a training through Fraternity and Sorority Life. <i>Attendance Roster and PowerPoint or lesson plan must be sent to fsloffice@bgsu.edu</i></p>	<p>Prior to recruitment/in take beginning</p>	<p>Risk Manager or Membership Development</p>
<p>Chapter's must verify a potential new member roster (including email addresses, ID#s and date of tentative initiation) with Fraternity and Sorority Life prior to extending bids. <i>Rosters must be submitted via the designated form. Please note, potential new members participating in formal recruitment for CPC and IFC will be captured in campus director.</i></p>	<p>72 hours prior to new member education beginning</p>	<p>Recruitment Chair</p>
<p>Any member who wishes to be a Big/Mentor must attend a Big/Mentor Training. <i>Trainings will be offered 8/25/2021 and 9/20/21</i> <i>The training will be recorded and shared if a member of a chapter decides they want to be a Big/Mentor at a later date.</i> If the chapter's HQ provides a training, the chapter must send Attendance Roster and PowerPoint or lesson plan must be sent to fsloffice@bgsu.edu</p>	<p>Prior to becoming a Big</p>	<p>Potential Big</p>
<p>If the chapter has a Big/Little or mentorship program the chapter must provide a pairings list to Fraternity and Sorority Life. <i>Send your pairings to fsloffice@bgsu.edu</i></p>	<p>48 hours is advance to reveal</p>	<p>New Member Educator or Siblinghood Chair</p>
<p>Chapter presidents and new member educators must meet with the Fraternity and Sorority Life team. One meeting for every two weeks of new member education during their new member/aspirant process to provide updates on their process. <i>Chapter president must schedule these weekly meetings with their assigned Fraternity and Sorority Life cornerstone advisor.</i></p>	<p>During new member/ intake</p>	<p>President and New Member Educator</p>
<p>Chapters must provide a copy of their insurance certificate to the Fraternity and Sorority Life team. <i>Certificate must be emailed to fsloffice@bgsu.edu</i></p>	<p>10/1/21</p>	<p>Risk Manager</p>
<p>Chapter presidents and advisors must acknowledge receipt and review of the Fraternity and Sorority Life Relationship Statement and maintain compliance. <i>Chapter president and advisor will be emailed a copy and signature request from Adobe Sign</i></p>	<p>At chapter's transition period</p>	<p>President and Advisor</p>
<p>All chapter president, risk management chair, social chair or the equivalent must attend a BGSU sober monitor training. <i>Trainings will be offered 8/25/2021 and 10/12/2021.</i> <i>Organizations must not host an event with alcohol until they have attended one of the scheduled trainings.</i></p>	<p>10/12/2021</p>	<p>Required Attendees</p>
<p>All chapters must host a membership development session for their members on chapter values and leadership development. 80% of chapter membership must be in attendance at this event. This session must be provided by headquarters staff or an approved BGSU partner (e.g., Marvin Center for Student Leadership, Recreation and Wellness). <i>Attendance Roster and PowerPoint or lesson plan must be sent to fsloffice@bgsu.edu</i></p>	<p>12/1/21</p>	<p>Membership Development Chair</p>
<p>Chapters must submit the end of the semester tracking form.</p>	<p>12/1/21</p>	<p>President</p>

All Chapters must submit the Fraternity and Sorority Life Transition Guide. Additionally, the outgoing and incoming president will hold a transition meeting with a member of the Fraternity and Sorority Life Office. <i>Transition guide must be sent to fsloffice@bgsu.edu</i>	At the time of Transition	Executive Board
Fall New Member Action Items		
Step 1: Potential new member must fill out intent to recruit form or campus director application prior to going through a new member process. <i>This ensures the potential new member meets FSL standards and begins a relationship with Fraternity and Sorority Life.</i>	By sign up deadline	Potential New Member
Step 2: New members/aspirants must sign the Membership Agreement Form. <i>New Member Agreement Forms will be send to new members/aspirants via Adobe Sign.</i>	Within 48 hours of accepting the invitation to membership	Potential New Member
Step 3: New members/aspirants must complete the Fraternity and Sorority Life new member orientation program. <i>Students participating in IFC/CPC formal recruitment will automatically receive this training as part of their formal recruitment process.</i>	Within 1 week of accepting invitation to membership	Potential New Member
Step 4: 100% of all new members/aspirants will be assigned an FSL coach who will connect with them via text, phone call, email, virtual meeting at least twice during their new member experience. <i>The overarching goal is to establish trust between the University and students who may witness or experience hazing. This trusting relationship will encourage reporting and intervention.</i>	During New Member Experience	Potential New Member
Spring 2022 Chapter Action Items		
All chapters need to update their student organization registration annually. The registration will require an updated copy of the chapter's constitution and bylaws. <i>Chapter registration is completed on Presence.</i>	If new officers were elected	President
All chapter rosters must be verified (including email addresses, ID#s and date of initiation) with Fraternity and Sorority Life.	1/1/2022	President or Secretary
Chapter leadership will attend the FSL Winter Retreat	TBD	Required Officers
Chapter must submit a detailed plan of their new member/intake process. This will include date, time, location, purpose of the meetings (ritual or education) and who will be participating. <i>Chapter presidents will receive a copy a document entitled New Member Education/Intake Plan. The completed plan must be submitted via the designated form.</i>	2 weeks in advance to recruitment/intake beginning	New Member Educator
Chapters must verify a potential new member roster (including email addresses, ID#s and date of tentative initiation) with Fraternity and Sorority Life prior to extending bids. <i>Rosters must be submitted via the designated form.</i>	72 hours prior to new member education beginning	New Member Educator

Any member who wishes to be a Big/Mentor must attend a Big/Mentor Training. <i>Trainings will be offered at a date to be determined.</i> <i>The training will be recorded and shared if a member of a chapter decides they want to be a Big/Mentor at a later date.</i> If the chapter's HQ provides a training, the chapter must send Attendance Roster and PowerPoint or lesson plan must be sent to fsloffice@bgsu.edu	TBD	Potential Bigs
If the chapter has a big/little or mentorship program, the chapter must provide a pairings list to Fraternity and Sorority Life. <i>Send your pairings to fsloffice@bgsu.edu</i>	48 hours is advance to reveal	New Member Educator or Siblinghood chair
All chapters must host a harm reduction training for their members on ant-hazing initiatives, alcohol and bystander intervention. If the chapter's HQ cannot provide such a training, the chapter must schedule a training through Fraternity and Sorority Life. <i>Attendance Roster and PowerPoint or lesson plan must be sent to fsloffice@bgsu.edu</i>	3/1/22	Risk manager or Membership Development
Chapter presidents and new member educators must meet with the Fraternity and Sorority Life team. One meeting for every two weeks of new member education during their new member/aspirant process to provide updates on their process. <i>Chapter president must schedule these weekly meetings with their assigned Fraternity and Sorority Life cornerstone advisor.</i>	During new member/intake	President and New Member Educator
All chapters must host a membership development session for their members on chapter values and leadership development. 80% of chapter membership must be in attendance. This session must be provided headquarters staff or an approved BGSU partner (e.g., Marvin Center for Student Leadership, Recreation and Wellness). <i>Attendance Roster and PowerPoint or lesson plan must be sent to fsloffice@bgsu.edu</i>	4/1/22	Membership Development Chair
Chapters must submit the end of the semester tracking form .	5/1/22	President
All Chapters must submit the Fraternity and Sorority Life Transition Guide. Additionally, the outgoing and incoming president will hold a transition meeting with a member of the Fraternity and Sorority Life Office. <i>Transition guide must be sent to fsloffice@bgsu.edu</i>	At the time of Transition	Executive Board
Spring New Member Action Items		
Step 1: Potential new member must fill out intent to recruit form or prior to going through a new member process. This ensures the potential new member meets FSL standards and begins a relationship with Fraternity and Sorority Life.	Prior to accepting bid	Potential New Member
Step 2: New members/aspirants must sign the Membership Agreement Form. <i>New Member Agreement Forms will be sent to new members/aspirants via Adobe Sign.</i>	Within 48 hours of accepting the invitation to membership	Potential New Member
Step 3: New members/aspirants must complete the Fraternity and Sorority Life new member orientation program. <i>Such training is required to be repeated even if a student has already undergone similar training.</i>	Within 1 week of accepting invitation to membership	Potential New Member

<p>Step 4: 100% of new members/aspirants will be assigned an FSL coach who will connect with them via text, phone call, email, virtual meeting at least twice during their new member experience.</p> <p><i>The overarching goal is to establish trust between the University and students who may witness or experience hazing. This trusting relationship will encourage reporting and intervention.</i></p>	<p>During New Member Experience</p>	<p>Potential New Member</p>
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