

Emmaus University: Campus Hazing Transparency Report

Introduction

Emmaus University is committed to maintaining a safe, respectful, and Christ-centered environment for all students. In compliance with the Stop Campus Hazing Act, this report provides an overview of hazing-related incidents, prevention efforts, and institutional responses from July-December 2025. This report aims to increase awareness, promote accountability, and foster a safe campus community.

1. Overview of Hazing Policies

- **Hazing Definition:** Hazing is defined as any intentional, knowing, or reckless act that endangers the physical health or safety of a student as part of initiation or participation in a group or organization. Hazing includes both voluntary and forced activities that create risks for physical or psychological harm.
- **Zero Tolerance Policy:** Emmaus University has a strict zero-tolerance policy for hazing. All incidents will be investigated, and violators will face serious disciplinary actions.
- **Reporting Mechanism:** Hazing incidents may be reported to the office of Student Life, the Clery Act Coordinator, or anonymously through the Emmaus Navigator portal.

2. Reporting Statistics (July-December 2025)

- **Number of Reported Hazing Incidents:**
 - Total reported incidents: [0]
 - Number of incidents reported by students: [0]
 - Number of incidents reported by staff/faculty: [0]
- **Types of Hazing Activities Reported:**
 - **Subtle Hazing:** [0] incidents
 - **Harassment Hazing:** [0] incidents

- **Dangerous/Severe Hazing:** [0] incidents
- **Other (Specify):** [0] incidents
- **Outcome of Reports:**
 - Investigations initiated: [0]
 - Cases resolved with disciplinary action: [0]
 - Organizations found in violation: [0]
 - Individual sanctions imposed (e.g., suspension, probation, fines, etc.): [0]

3. Prevention Efforts and Training

Emmaus University is committed to hazing prevention through educational initiatives and training programs aimed at fostering a culture of respect and accountability. These initiatives include:

- **Faculty and Staff Training:** Video and quiz module for faculty and staff to equip them with the knowledge to recognize and respond to hazing.
- **Student Leader Training:** Training sessions for all student leaders during orientation to address hazing and how to foster a safe environment.

4. Disciplinary Actions Taken

The following disciplinary actions were taken in response to hazing incidents:

- **Individual Consequences:**
 - Suspended students: [0]
 - Expelled students: [0]
 - Other disciplinary actions (e.g., probation, community service): [0]
- **Organization Consequences:**

- Organizations disbanded: [0]
- Organizations placed on probation: [0]
- Additional organizational sanctions: [0]

5. Data Privacy and Reporting Compliance

Emmaus University complies with all federal and state reporting requirements, including the inclusion of hazing statistics in the Annual Security Report (ASR) and adherence to the Stop Campus Hazing Act guidelines. Hazing reports are compiled in accordance with privacy regulations, ensuring the safety and confidentiality of those involved.

6. Future Actions and Goals

Emmaus University is committed to continuous improvement in hazing prevention efforts. Moving forward, the following goals have been set:

- Increase awareness campaigns across campus, especially for new students and organizations.
- Expand hazing prevention training to include more in-depth sessions on bystander intervention and recognizing subtle forms of hazing.
- Review and strengthen policies and disciplinary processes to ensure they are both effective and supportive of affected students.

7. Contact Information

For more information about hazing prevention or to report an incident, please contact:

- **Office of Student Life:**

Brian Burton, Associate Dean of Residence Life/Clergy Act Coordinator
reslife@emmaus.edu,
563.588.8000 x. 1027

- **Anonymous Reporting:** Available through Emmaus Navigator (link)

Appendix I: **Federal Definition of Hazing (Stop Campus Hazing Act, 2024)**

“(vi) The term ‘hazing,’ for purposes of reporting statistics on hazing incidents under paragraph (1)(F)(iv), means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that--

(I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

(II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including--

(aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

(bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

(cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

(dd) causing, coercing, or otherwise inducing another person to perform sexual acts;

(ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

(ff) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

(gg) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.”

(Stop Campus Hazing Act, Public Law No: 118-173, 2024).

Appendix II: Iowa State Definition of Hazing

Iowa Code 708.10

1. a. A person commits an act of hazing when the person intentionally or recklessly engages in any act or acts involving forced activity which endangers the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with a school, college, or university. Prohibited acts include, but are not limited to, any brutality of a physical nature such as whipping, forced confinement, or any other forced activity which endangers the physical health or safety of the student.
b. For purposes of this section, “forced activity” means any activity which is a condition of initiation or admission into, or affiliation with an organization, regardless of a student’s willingness to participate in the activity.
2. A person who commits an act of hazing is guilty of a simple misdemeanor.
3. A person who commits an act of hazing which causes serious bodily injury to another is guilty of a serious misdemeanor.