



POLICIES AND PROCEDURES

SUBJECT:	Anti-Hazing Statement and Policy
REVIEWED/REVISED:	01/25; 09/26
RELATED POLICY:	Student Code of Conduct; Alcohol and Drug Policy; Medical Amnesty Policy; Annual Security & Fire Safety Report
PURPOSE:	To prohibit hazing and ensure a safe and supportive environment for all members of the College community.
POLICY OWNER:	Dean of Students

Policy Statement

Nebraska Methodist College (NMC) is committed to fostering a safe, respectful, and inclusive learning environment for all students, employees, and members of the campus community. Hazing is abusive, degrading, psychologically harmful, and has the potential to cause serious physical or emotional injury. Hazing in any form is contrary to the values of NMC and will not be tolerated.

Student organizations, clubs, athletic teams, activities, and other groups play an important role in enriching the student experience and are expected to uphold the standards outlined in the Student Code of Conduct. All members of the NMC community are expected to treat others with dignity, respect, and compassion. Hazing by individuals or organizations is prohibited, whether it occurs on campus, off campus, online, or as part of any organization-sponsored activity.

As an institution dedicated to preparing future healthcare professionals, NMC expects its students to demonstrate professionalism, integrity, and concern for the well-being of others. Hazing undermines these expectations and is inconsistent with the College's mission.

Scope

This policy applies to all NMC students and to every student organization, which includes student government, affinity groups, program specific groups, honor societies, and any other group whose members are NMC students, whether or not the group is officially recognized by the College. It applies to conduct on or off campus, in person or online, and at clinical or field placements when the conduct is connected to an organization or group. Employees and advisors who participate in, permit, or fail to report hazing are subject to the employee professional conduct policy.

What Is Hazing?

For purposes of this policy, hazing is any intentional, knowing, or reckless act committed by an individual or group against another person as part of initiation into, affiliation with, participation in, or continued membership in a student organization, group, or activity that:

- causes, creates a risk of, or contributes to physical, psychological, or emotional harm beyond the ordinary risks associated with participation in College activities; and

- occurs regardless of an individual's willingness to participate.

Hazing may occur in connection with recruitment, initiation, orientation, training, membership, leadership selection, or any activity sponsored or endorsed by a student organization, group, or other affiliated entity.

Examples of hazing include, but are not limited to:

- whipping, beating, paddling, branding, or other physical abuse;
- forced or coerced consumption of alcohol, drugs, food, or any other substance;
- forced or prolonged calisthenics or physical exertion, or prolonged exposure to the elements;
- sleep deprivation or interference with academic, clinical, or work obligations;
- acts of sexual conduct, nudity, or lewd or degrading behavior;
- humiliation, embarrassment, ridicule, harassment, or intimidation, including through social media or other electronic means; and
- any act that endangers physical or mental health or safety, or coercing someone to commit an unlawful act.

Consent is not a defense. The fact that a person consents to or willingly participates in an activity does not excuse conduct that constitutes hazing.

Federal definition used for statistics. The Annual Security & Fire Safety Report (ASR) counts hazing incidents using the definition in the federal Stop Campus Hazing Act (Higher Education Act § 485(f)(6)(A); 20 U.S.C. § 1092(f)(6)(A)): any intentional, knowing, or reckless act committed by a person, alone or with others, against another person, regardless of that person's willingness to participate, in the course of initiation into, affiliation with, or maintenance of membership in a student organization, that causes or creates a risk, above the reasonable risk encountered in the course of participation in the College or the organization, of physical or psychological harm. NMC may find a violation of this policy under its own broader definition even when an incident does not meet the federal definition.

NMC reserves the right to determine whether conduct constitutes hazing and to apply this policy consistent with the Student Code of Conduct.

Applicable Laws

- **Nebraska:** Hazing is a crime under Neb. Rev. Stat. § 28-311.06, a Class II misdemeanor for an individual. When hazing is committed by members of an organization of student members operating under the sanction of a postsecondary institution, the organization may be fined up to \$10,000. Under Neb. Rev. Stat. § 28-311.07, consent is not a defense. Text of the statutes:

<https://nebraskalegislature.gov/laws/statutes.php?statute=28-311.06>

<https://nebraskalegislature.gov/laws/statutes.php?statute=28-311.07>

- **Federal:** The Stop Campus Hazing Act amended the Clery Act (20 U.S.C. § 1092(f)) to require hazing statistics in the ASR, a statement of hazing policies, hazing prevention and awareness programming, and a Campus Hazing Transparency Report.

A College finding is separate from any criminal or civil process. The College may proceed under this policy regardless of whether law enforcement is involved or charges are filed.

How to Report Hazing

NMC encourages all students, employees, and members of the campus community to report suspected hazing promptly. Anyone who experiences, witnesses, or learns of conduct that may constitute hazing should report it using any of the following:

- **Code of Conduct reporting form:** [Student Concerns \(SOS\) / Code of Conduct Reporting Form](#) Anonymous reports are accepted.
- **Dean of Students:** Sarah Murphy, 402.354.7528 | sarah.murphy@methodistcollege.edu
- **Campus Security (Methodist Health System Public Safety):** 402-354-4055 (routine); 402-354-6911 (emergency)
- **Any Campus Security Authority (CSA):** Program directors, deans, Student Housing, and other officials listed in the ASR must pass hazing reports to the Dean of Students and Campus Security so the incident can be reviewed and counted in the ASR.
- **Emergencies:** In an emergency or when someone is in danger, call 911 first. Medical help for anyone who needs it should never be delayed out of concern about a hazing report.

Reports may also be made to the Omaha Police Department. Campus officials will help a person who wishes to contact law enforcement. Please see NMC's Medical Amnesty Policy and how it applies to students who report hazing or seek help.

Retaliation is prohibited. Retaliation against any individual who, in good faith, reports a concern, participates in an investigation, or provides information related to a hazing allegation is strictly prohibited and may result in disciplinary action.

Confidentiality. The College will share information about a report only with those who need it to respond, consistent with FERPA and applicable law. The College cannot promise complete confidentiality in every circumstance.

How NMC Responds: Investigation and Resolution

Reports of hazing are handled by the Dean of Students (or designee) under the Student Code of Conduct.

1. **Intake and safety review.** The Dean of Students reviews each report assesses any immediate risk to health or safety, and may put interim measures in place, such as no-contact directives, suspension of organization activities, or removal from an activity or housing pending the outcome.
2. **Notice and coordination.** The College notifies the individuals and organization involved in writing of the allegations and the process. The College notifies and coordinates with law enforcement when appropriate and, when a report involves possible sexual misconduct, with the Title IX Coordinator.
3. **Investigation.** The Dean of Students or a trained designee gathers information, which may include interviews and review of documents, messages, and other evidence. The individuals and the organization have an opportunity to respond and to present information and witnesses.
4. **Finding.** Findings are made under the preponderance of the evidence standard. A finding may be made against an individual, an organization, or both. An organization may be found responsible when members acted in the course of organization activities, when leaders knew or should have known, or when the organization failed to act.
5. **Sanctions.** The parties are notified of the outcome in writing.
6. **Appeal.** Individuals and organizations may appeal as provided in the Student Code of Conduct. An appeal may only be used to reverse an error or to consider important information that was not available at the hearing.
7. **Records and reporting.** The College records each finding against a student organization and uses it to update the Campus Hazing Transparency Report. Reports received by CSAs or local police are also reviewed for inclusion in the ASR statistics.

Individuals or organizations found responsible for hazing may be subject to sanctions under the Student Code of Conduct, up to and including loss of organizational recognition, suspension, expulsion, or other appropriate disciplinary measures. See also "sanctions" section within the Code of Conduct policy.

Hazing Prevention and Awareness Programs

NMC provides ongoing, research-informed hazing prevention and awareness programming designed to reach students, faculty, and staff. The programs focus on primary prevention, meaning stopping hazing before it starts, and include:

- **Students:** Hazing education provided during annual campus health and safety week programming. Students learn how hazing is defined, why it is harmful, how to recognize warning signs, how to report, and what bystanders can do to safely intervene.
- **Student organization leaders and advisors:** Annual training and written acknowledgment of this policy for officers and advisors of every recognized organization. This includes student housing resident meetings and Resident Assistant training.
- **Faculty and staff:** Hazing awareness and reporting responsibilities are covered at an all-College forum and Leadership Forum CSA training.
- **Ongoing awareness:** Posters, email and digital campaigns include strategies for building team and group cohesion without hazing.

Clery Act Reporting (Annual Security & Fire Safety Report)

Hazing incidents reported to Campus Security Authorities or local police that occur within NMC's Clery geography (on campus, in or on non-campus buildings or property, and on public property within or immediately adjacent to campus) are included in the hazing statistics in the ASR for the preceding three calendar years once data is available, beginning with the 2026 ASR (calendar year 2025). The ASR is published by October 1 each year and is available at <https://www.methodistcollege.edu/campus-safety>. The ASR also includes this policy statement, how to report hazing, how hazing is investigated, applicable state law, and a description of prevention and awareness programs.

Campus Hazing Transparency Report

NMC publishes a Campus Hazing Transparency Report as required by the Stop Campus Hazing Act (Pub. L. 118-173), which amended 20 U.S.C. § 1092(f). The report is posted on NMC's campus safety webpage.

- The report summarizes findings that a recognized student organization violated NMC's hazing standards of conduct. It contains no personally identifiable information, consistent with FERPA.
- It is updated at least twice each year, in January and June.
- Annual hazing statistics are available in the ASR at <https://www.methodistcollege.edu/campus-safety>.