



University of Colorado **Denver**

Campus Administrative Policy

Policy Title: Anti-Hazing Policy

Policy Number: 7041D

Functional Area/s: Student Affairs

Effective: September 4, 2025

Approved by: Kenneth T. Christensen,
Chancellor

Applies to: CU Denver

A. INTRODUCTION

Student Organizations are integral to the mission of University of Colorado Denver. Membership in such Student Organizations should champion the enrichment of all members, participants, recruited members, and the greater community. Group inclusion or initiation, by means of hazing, is strictly prohibited by CU Denver, the State of Colorado¹, and the U.S. Department of Education.

To uphold the mission of CU Denver, and relevant laws, CU Denver is responsible to meaningfully prevent, address, and disclose concerns of Hazing.

B. TABLE OF CONTENTS

- A. Introduction
- B. Table of Contents

- C. Policy Statement
- D. Definitions
- E. Prevention and Education
- F. Addressing Concerns of Hazing
- G. Annual Security Report
- H. Transparency Report

C. POLICY STATEMENT

1. CU Denver will provide education about Hazing in an effort to prevent the occurrence of Hazing in our community.
2. CU Denver will address concerns of Hazing as a means of accountability.
3. CU Denver has a responsibility to meaningfully record allegations and findings of Hazing in the Annual Security Report (ASR) and the Campus Hazing Transparency Report (CHTR).

D. DEFINITIONS

1. The definitions below are adapted from the Stop Campus Hazing Act, which amended the Jeanne Clery Campus Safety Act, 20 USC 1092(f)(2024).
2. CU Denver uses the U.S. Department of Education's definition of Hazing as the basis for disciplinary adjudication and for purposes related to the ASR and the bi-annual CHTR.
3. U.S. Department of Education's definition of *Hazing*:
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 person), that —
 - a. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a Student Organization; and

b. 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 —

1. whipping, bearing, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
4. causing, coercing, or otherwise inducing another person to perform sexual acts;
5. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
6. any activity against another person that includes criminal violation of local State, Tribal, or Federal law; and
7. 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.

4. U.S. Department of Education's definition of a *Student Organization*:

An organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

5. A concern is not required to be Clery reportable for it to be addressed by the University.

E. PREVENTION AND EDUCATION

1. CU Denver's Office of Student Life & Campus Community will require all leadership of registered student organizations to participate and complete an annual Anti-Hazing Training.
2. The purpose of the Anti-Hazing Training is to prevent hazing before it occurs. The training may cover topics including: the University's Anti-Hazing policy, skill building for bystander intervention, being ethical leaders, building group cohesion without hazing, the dangers of hazing, and where to report concerns of hazing.

F. ADDRESSING CONCERNS OF HAZING

1. Any person who receives concerns of Hazing, or who observes or learns of conduct that is reasonably believed to be a violation of the Anti-Hazing policy, is expected to immediately report the alleged conduct to the appropriate office (described below).
 - a. In the event the referring party is unsure of where to share a concern, the Office of Student Conduct & Community Standards (SCCS) will receive the report and coordinate its resolution with the appropriate office.
 - b. Referrals can be made by submitting the "Student Conduct Incident Report" form on the SCCS's website:
www.ucdenver.edu/conduct

2. Refer concerns of students, or Student Organizations, engaging in Hazing to the SCCS. The SCCS's referral form can be found on their website at: www.ucdenver.edu/conduct or the form can be submitted directly at: [CU Denver - SCCS Referral Form Submission](#)
 - a. When the alleged Hazing is facilitated by a Student Organization, the concern(s) will be addressed through the CU Denver Organizational Conduct process. This process can be found in the Student Code of Conduct (the Code).
 - b. When the alleged Hazing is facilitated by an individual student, the concern(s) will be addressed through the Student Conduct process described in the Code.
3. When the alleged Hazing is facilitated by a staff or faculty member, refer the concern to Human Resources.
4. When the alleged Hazing could be a violation of the Sexual Misconduct Policy or Nondiscrimination Policy facilitated by a student, Student Organization, staff or faculty member, the Office of Equity (OE) will consult with the relevant office to determine the appropriate process. The OE's referral can be found on their website: www.ucdenver.edu/equity or the form can be submitted directly at: [CU Denver - OE Referral Form Submission](#)
 - a. The OE may determine the concern should be addressed through a concurrent process or they may choose to have the matter addressed through one of the processes described above.
5. It is considered within the scope of a student leader's duty (Student Organization officers, student government officials, student employees, etc.) to report Hazing concerns to the appropriate office. A failure to do so could result in disciplinary action.

- a. Retaliating against an individual for reporting a Hazing concern is prohibited.
6. If there is an immediate safety concern, physical danger, or a need for medical assistance, call 911.
7. The University is committed to ensuring that students obtain timely medical assistance for themselves and for their peers. To this end, the University has instituted a “Good Samaritan & Medical Amnesty” Provision in the Code².

G. ANNUAL SECURITY REPORT

1. Reports of Hazing are to be reported by Campus Security Authorities (CSA's) to the Clery Coordinator, and the appropriate law enforcement agency if necessary.
2. An incident of Hazing is considered Clery reportable if the incident occurred in a Clery location or during a University program or activity and the incident meets the definition of Hazing (Section C).
3. Reports of Hazing will be included in the Auraria Campus daily crime log.
4. Reports of Hazing are to be documented by the designated Clery Coordinator to be included in the Annual Security Report (ASR).
5. The ASR will be posted on an official CU Denver webpage and will be distributed annually to all students through electronic delivery.
6. By October 1 of each year, the ASR, as required by the Clery Act, will be compiled.
7. The ASR will include a policy statement that summarizes this document.

8. The ASR will also include a summary of the prevention and awareness programs.

H. TRANSPARENCY REPORT

1. CU Denver will create and produce a CHTR bi-annually (twice a year, or approximately every six months).
2. The first CHTR is to be released by December 23, 2025, including data from July 1, 2025.
3. The CHTR will include each incident involving a Student Organization for which there was a finding of responsibility for Hazing.
4. As it relates to the finding of responsibility, the following will be included:
 - a. The name of the Student Organization.
 - b. A general description of the violation that resulted in the finding of responsibility, including: whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the institution, and any sanctions placed on the Student Organization.
 - c. The dates on which: the incident is alleged to have occurred, the investigation was initiated, the investigation ended with a responsible finding, the Student Organization was provided notice of the responsible finding.
5. The CHTR will not include personally identifiable information.
6. The CHTR will be posted on an official CU Denver webpage.

Notes

1. History:

- September 4, 2025: Policy created in response to federal changes

2. Cross References/Appendix:

- Stop Campus [Hazing Act https://www.congress.gov/bill/118th-congress/house-bill/5646](https://www.congress.gov/bill/118th-congress/house-bill/5646)
- [Colorado State Law: C.R.S. § 18-9-124](#)
- [Office of Student Conduct & Community Standards Website](#)
- [CU Denver - Student Conduct Form Submission](#)
- [Office of Equity Website](#)
- [CU Denver - OE Referral Form Submission](#)

3. Responsible Office(s):

- Division of Strategic Enrollment & Student Success; Student Affairs
- Dean of Students