

Oregon Tech Policy OIT-10-010 ANTI-HAZING POLICY

1. Policy Statement

Oregon Tech strictly prohibits hazing in all forms. This policy establishes clear definitions, reporting mechanisms, disciplinary consequences, and prevention requirements to ensure compliance with the federal Stop Campus Hazing Act (2025) and Oregon Revised Statutes (ORS 163.197 and ORS 350.259). Hazing undermines the safety, dignity, and academic mission of the University and will not be tolerated.

2. Reason for Policy/Purpose

The purpose of this policy is to:

- Ensure compliance with federal and Oregon state law on hazing.
- Protect the health, safety, and rights of all Oregon Tech community members.
- Provide clear reporting mechanisms and transparent accountability.
- Educate students, faculty, and staff about hazing prevention and ethical leadership.

3. Applicability/Scope

This policy applies to:

- All students of Oregon Tech.
- All employees when acting in a supervisory or organizational advisory role.
- Recognized student organizations, including but not limited to: athletic teams, clubs, bands, ensembles, honor societies, and student government bodies.
- Any individual affiliated with Oregon Tech when acting in connection with a University program or activity, whether conduct occurs on or off campus.

4. Definitions

Hazing. Any intentional, knowing, or reckless act, in connection with student organization membership or participation, that creates an unreasonable risk or causes physical injury or psychological harm. Consent is not a defense under Oregon law (ORS 163.197).

Student Organization. Any group recognized or required to be registered by the University, including athletic teams, fraternities/sororities, clubs, student government bodies, bands, and similar entities.

Retaliation. Any adverse action taken against a person for reporting hazing or participating in an investigation. Retaliation is prohibited.

Campus Hazing Transparency Report (CHTR). A federally required public report listing student organizations found responsible for hazing, updated twice annually.

5. Policy Details

- **Prohibited Conduct.** Hazing in any form—including physical brutality, forced consumption, confinement, coerced criminal activity, or any act that poses risk above normal participation—is prohibited. Examples of hazing include, but are not limited to: subjecting an individual to whipping, beating, striking, branding or electronic shocking, to place a harmful substance on an individual's body or to subject an individual to other similar forms of physical brutality; subjecting an individual to sleep deprivation, exposure to the elements, confinement in a small space or other similar activity that subjects the individual to an unreasonable risk of harm or adversely affects the physical health or safety of the individual; to compel an individual to consume food, liquid, alcohol, controlled substances or other substances that subject the individual to an unreasonable risk of harm or adversely affect the physical health or safety of the individual; or to induce, cause or require an individual to perform a duty or task that involves the commission of a crime or an act of hazing.
- **Reporting.** Hazing may be reported to the Dean of Students, Campus Safety, a Campus Security Authority (CSA) or through the University's online reporting portal. Anonymous reporting is permitted. Emergency incidents must be reported to 911.
- **Investigation and Sanctions.** Oregon Tech will promptly investigate reports of hazing. Possible sanctions include probation, loss of organizational recognition, suspension, or expulsion from the University. Conduct violating Oregon criminal law will be referred to law enforcement.
- **Prevention and Education.** The University provides annual hazing prevention training for all students (ORS 350.259). Training includes education on risks, laws, bystander intervention, and ethical leadership. Faculty and staff receive training as appropriate.
- **Transparency and Compliance.**
 - Oregon Tech will include the hazing policy and associated statistics in its Annual Security Report (Clery Act) published by Campus Safety.
 - Oregon Tech will update the CHTR at least twice annually, and publish the CHTR together with this policy in a prominent location on its public-facing website; CHTR reports will be available on the website for five calendar years from the date of each update.
 - By December 31 of each year, Oregon Tech will submit a hazing incident report to the Oregon Legislative Assembly, detailing the number of reports and investigations.
- **Retaliation.** Retaliation against reporters or witnesses of hazing is strictly prohibited.
- **Review.** This policy will be reviewed annually.

6. Links to Related Procedures, Forms, or Information

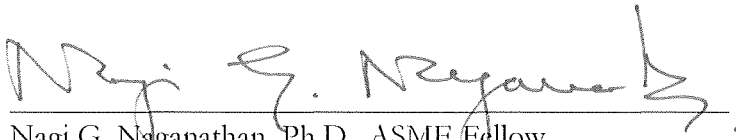
- [Oregon Tech Student Code of Conduct](#)
- [Annual Security Report \(Clery Act\)](#)
- [Oregon Revised Statutes ORS 163.197 \(Hazing – criminal\)](#)
- [Oregon Revised Statutes ORS 350.259 \(Institutional hazing policy and training requirements\)](#)

7. Policy Review/Consultation

This policy was adopted on an interim basis as a result of new federal law. This policy was reviewed and approved by Oregon Tech's President under the President's authority to revise and enact policies when prompted by the necessity of law. The policy will be presented to the President's council for review when the body reconvenes in Fall 2025.

8. Policy Approval

Approved by the President on December 18, 2025



Nagi G. Naganathan, Ph.D., ASME Fellow
President

Supersedes, Renames, and Renumbers: N/A