

Johnson University

Anti-Hazing Policy

I. Purpose

Johnson University is committed to fostering a safe and healthy environment where all students can thrive and succeed in their studies. Hazing is strictly prohibited and is inconsistent with the values of our community. This policy outlines the definition of hazing, prohibited behaviors, reporting procedures, educational initiatives, and the consequences for hazing violations.

II. Scope

This policy applies to all students, student organizations, athletic teams, and other affiliated groups of Johnson University, and includes activities, events, or experiences both on and off campus. It also applies to employees, alumni, or volunteers who act as sponsors, counselors, advocates, or advisors of any organization, as defined.

III. Definition of Hazing

Hazing is defined in the Clery Act as 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.” This includes any act that:

- a. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization
- 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.

These incidences include acts that:

- Cause physical harm or place individuals at risk of physical harm (including, but not limited to whipping, beating, branding, paddling, kicking, striking, pushing, shoving, tackling, calisthenics, or exposure to the elements).
- Cause significant mental or emotional distress or harm (including, but not limited to activity that adversely affects the mental health or dignity of an individual, sleep deprivation, exclusion from social contact, or conduct which could result in the extreme embarrassment or degradation of an individual).
- Involve forced or coerced consumption of alcohol, drugs, or other food, drink, or substances which subjects the individual to a risk of emotional or physical harm.

- Involve humiliation, degradation, or intimidation.
- Involve enduring brutality of a sexual nature.
- Require unethical, inappropriate, or illegal actions or experiences that violate federal, state, or local laws, or other University policies or rules.

Participation in hazing is prohibited regardless of the consent of those involved. Hazing does not include any reasonable or customary athletic or organization training, contests, competitions, or events.

IV. **Prohibited Conduct**

The following actions are strictly prohibited:

1. Planning, encouraging, or participating in hazing activities.
 2. Failing to intervene when aware of hazing.
 3. Retaliating against individuals who report hazing or participate in investigations.
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V. **Reporting Hazing**

All students, employees, advisors, and organizations are responsible for adhering to this policy. Any student, faculty member, staff member, family member, or other organization member or sponsor who becomes aware of hazing should report it immediately. Reports can be made through the following channels:

- **Online:** Submit a report through the university's confidential reporting portal. [Click Here](#). Reporting via email to the Vice President for Student Life or the Dean of Students can also be accepted.
- **Phone:** Call the Student Life Office at 865-251-7868.
- **In Person:** Visit the Student Life Office located in EAC 319.
- **Anonymous Reporting:** Anonymous reports are accepted but may limit the university's ability to investigate.

All reports will be handled with sensitivity, and the university will take appropriate measures to protect the identity of individuals who report hazing.

VI. **Investigation and Response**

The university will promptly investigate all hazing reports. Investigations may involve interviews, evidence collection, and collaboration with local law enforcement if necessary. The Student Life Office will also notify the Public Safety Lead in the Campus Safety and Security department, as well as University Senior Leadership, and the organization leadership and/or corresponding administrator over the club, organization, or athletic team.

The University reserves the right to adjudicate any organization or University-recognized or -sponsored club or team or associated individuals therein for any action (or inaction in a situation where the organization has a duty to act – for example, failing to intervene when a policy violation and/or crime is occurring) that an ordinary, reasonable, intelligent individual or group of individuals know or should know might result in corrective or disciplinary action.

During the investigation:

1. Students and organizations may face interim measures, such as suspension of activities.
 2. The university will provide support resources for those affected by hazing.
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VII. **Consequences for Hazing**

Organizations are responsible for any activity in violation of this policy by any individual or group associated with the organization unless it is proven that the group or individual activity was independent of and occurred without the knowledge and/or consent of the organization. Such responsibility will apply equally to situations in which one or more individuals associated with the organization knew or should have known of the activity and failed to make every reasonable attempt to prevent or stop it. Violations of this policy may result in severe disciplinary actions, including but not limited to:

- For students:
 - Suspension or expulsion from the university.
 - Probation for a determined period of time.
 - Loss of leadership roles or privileges.
 - Financial restitution.
 - Referral to law enforcement for criminal prosecution.
- For employees:
 - Allegations of antihazing policy violations involving an employee will immediately be referred to the corresponding Senior Leadership Team member who oversees the employee as well as the HR Department.
 - A range of possible sanctions for employees will depend upon applicable employment law and discipline protocols as defined in the employee handbook and administrator approval, including termination from employment. Any sanction imposed by the University may be in addition to a penalty that may be imposed for violation of criminal laws in Knox County or the State of Tennessee.
- For organizations:
 - Permanent revocation of university recognition.
 - Suspension of activities and events for a determined period of time.
 - Mandatory educational sanctions, including hazing prevention training, service projects, or other assignments.
 - Financial restitution.
 - Other sanctions - any reasonable sanction may be imposed by the reviewing student life administrator or arbitration process. Sanctions not listed previously may be imposed, if reasonable, upon approval by the Dean of Students.
- For volunteers, alumni, or other organization sponsors or leaders:
 - A range of possible sanctions for volunteers, either permanently or for a specified term, may include exclusion from the organization, exclusion from organizational activities and events, exclusion from all university owned or controlled property, exclusion from university activities or events, or no-contact orders.

VIII. **Hazing Prevention**

Johnson University is committed to proactive antihazing education and prevention efforts, and will maintain antihazing program measures including:

1. Mandatory hazing prevention training for all student organizations and athletic teams.
2. Annual publication of a Campus Hazing Transparency Report (CHTR) detailing hazing violations and sanctions, in compliance with federal law.
3. Workshops and resources to promote team-building and safe group practices.
4. New Student Orientation: hazing awareness sessions for all incoming students every August and January.

Additional educational resources are available through the following links, which include resources used in mandatory training and educational experiences referenced above:

- [Hazing Prevention Network](#)
- [Stop Hazing](#)
- [Inside Hazing Anti-Hazing Education](#)
- [We Don't Haze: A Clery Center Documentary](#)

IX. **Resources**

Students impacted by hazing can access support services, including:

- The University Counseling Center (Myrtle Hall, 865-251-2217).
- Royal Care – 24/7 Support (scan QR code):



- The Student Life Office (StudentLife@JohnsonU.edu or 865-251-2137).
- Local law enforcement
 - Knox County Police Department (865-215-2243).
 - Sevier County Police Department (865-453-4663).

X. **Compliance, Amendments, and Updates**

This policy will be reviewed annually to ensure compliance with state and federal laws, including the Jeanne Clery Campus Safety Act, and to incorporate best practices in hazing prevention. In accordance with federal law, the Campus Hazing

Transparency Report will also be published on Johnson University's public website, along with this policy, and the report will summarize findings concerning any student organization found to be in violation of University standards of conduct related to hazing. The CHTR will be reviewed and also updated two times per year.

Effective Date: June 23, 2025

Approved By: Andrew Frazier, Ed.D. – Vice President for Student Life