



Hazing Policy

Hazing is illegal in the state of New York and prohibited at Webb Institute. Hazing is defined as any action or situation that recklessly or intentionally endangers the mental or physical health or safety of another person for the purpose of induction, admission, membership, advancement, or continued good standing in any organization recognized by Webb.

Examples of hazing behaviors include but are not limited to the following:

- ❖ Forcing or requiring an individual to drink alcohol, use other substances, or consume unreasonable amounts of liquid or food;
- ❖ Engaging in activities that compel an individual or group to remain at a certain place, or transporting anyone anywhere without their knowledge and/or consent (road trips, kidnappings, etc.);
- ❖ Creating excessive physical or mental fatigue or distress through the deprivation of privacy, enough sleep or decent/edible food;
- ❖ Pressuring or coercing any person to participate in morally degrading or humiliating games or activities;
- ❖ Creating situations that cause physical harm or emotional distress, such as causing a member or non-member to be the object of malicious amusement or ridicule;
- ❖ Using brutality or force; and
- ❖ Pressuring or coercing any person to participate in activities that are inconsistent with Webb's community standards or policies or with applicable law.

Any of these activities, if a condition, either directly or indirectly, of induction, admission, membership, advancement or continued good standing in a Webb-organized organization, shall be presumed to be a forced activity. A person's willingness to participate in an act of hazing does not justify or excuse the act, nor does it fall outside of this policy. Webb may treat the action of even one member of a group as constituting hazing by the entire group. Executive leaders of an organization found responsible for hazing are also subject to disciplinary action.

Webb Disciplinary Process:

Any person with knowledge of hazing is expected to communicate promptly with the Dean or Director of Admissions and Student Affairs. Reports may also be made using Webb's Anonymous Report Form, although note that investigations of the incident and/or the actions of the administration may be limited in such cases.

Any student or group that commits hazing will be subject to sanctions by the Dean as written in "Webb's Student Discipline Policy and Procedures", and may include suspension, loss of full-tuition scholarship, or expulsion, as appropriate. A staff member, faculty member, or anyone with a visiting appointment who commits hazing will be subject to sanctions using the applicable disciplinary processes.

In addition, because hazing is a crime under New York State law, the State's Attorney may bring criminal charges against any person responsible for hazing. New York Penal Law and Civil Penalties are included below:

New York Penal Law, Chapter 716, Section 1 (effective November 1, 1988)

120.16: Hazing in the first degree:

A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, he/she intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or third person and thereby causes such injury.

Hazing in the first degree is a class A misdemeanor.

120.17: Hazing in the second degree:

A person is guilty of hazing in the second degree when, in the course of another person's initiation into or affiliation with any organization, he/she intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or third person.

Hazing in the second degree is a violation.

Civil Penalties:

In addition to the consequence of violating Webb policy and state law prohibiting hazing, individuals and organizations can be sued in civil court for mental or physical harm that results from hazing. Individual group members (and their parents), group leaders, advisors, the organization, and national affiliates may be sued.