

Notre Dame of Maryland University
Stop Campus Hazing Act
Hazing Policy Statement

Definitions

In accordance with the federal Stop Campus Hazing Act, NDMU defines ‘hazing’ 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, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- 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—
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - 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.

For the purposes of this policy, a student organization is defined as “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”

Training Policy

At the beginning of each academic semester, every new traditional student to the University is orientated about the risks of hazing through a series of mandatory online programs. Each year the University utilizes an online training through Vector Solutions/SafeColleges entitled “Hazing Awareness and Prevention for Students” to provide all new traditional students with an interactive

and informative training about the University's Hazing prevention obligations and the related policies and procedures. The following is an excerpt of the course description:

Hazing is a dangerous ritual taking place at institutions and organizations across the country. While certain activities that groups and clubs use to initiate members may seem innocuous, oftentimes these behaviors can escalate, creating inappropriate and sometimes violent and deadly criminal acts. This course gives students a better understanding about hazing so that they can identify when it's happening and possibly prevent incidents in the future.

All new traditional undergraduate freshmen and transfer students also receive specific training in bystander intervention techniques in their NDMU100/200 course. The training curriculum teaches students to recognize a variety of problematic behaviors and empowers them to intervene. Such training includes examining case studies and roleplaying behavior intervention techniques, including 1) Notice the Event, 2) Recognize Problematic Behavior, 3) Assume Personal Responsibility, 4) Know How to Help, 5) Step Up!; and Direct, Delay, Delegate Document or Distract (5Ds).

Designated faculty and staff, including all Athletics staff, coaches, and trainers, student organization advisors, and Public Safety supervisors are required to complete a web-based training through Vector Solutions/SafeColleges entitled “**Hazing Awareness and Prevention (Faculty & Staff)**” in the first two (2) weeks of their University employment or assignment as a student advisor. The following is an excerpt of the course description:

The goals of this course are to help employees understand what hazing is, explain why hazing occurs and educate best ways to identify and address hazing incidents. This course will also cover the definition of hazing, health and legal risks, and your responsibility.

Reporting & Adjudication

Individuals may report suspicions or allegations of student hazing via the [Incident Report Form](#) or to any Campus Security Authority (CSA). Allegations of hazing are investigated and adjudicated in accordance with the procedures outlined in the [NDMU Student Handbook's](#) Code of Conduct.

Hazing is a misdemeanor criminal offense in the State of Maryland. As such, violations of the University hazing policy are subject to referral to appropriate law enforcement agencies. In accordance with Md. Code Ann., Crim. Law § 3-607, hazing is to recklessly or intentionally do an act or create a situation that subjects a student to the risk of serious bodily injury for the purpose of an initiation into a student organization of a school, college, or university. Additionally, the implied or expressed consent of a student to hazing is not a defense. If convicted, an individual may be subject to imprisonment not exceeding six (6) months, a maximum fine of \$500, or both.

Revised: August 4, 2025