

Franklin Pierce University Hazing and Accountability Policy and Campus Hazing Transparency Report

Last updated June 2025

I. Purpose

This policy provides guidelines for preventing, reporting, and addressing hazing, in accordance with federal and state laws, including the Clery Act, the Stop Campus Hazing Act, and Title IX.

Franklin Pierce University (FPU) is committed to maintaining a safe, inclusive, and respectful learning environment. In alignment with federal and state laws, including the Jeanne Clery Act and the Stop Campus Hazing Act (SCHA), this policy addresses the prevention, reporting, and response to incidents of hazing. This policy applies to all students, student groups, student organizations, faculty, and staff—including undergraduate and graduate student organizations, athletic teams, honor societies, fraternities and sororities, and all student clubs—at the Rindge campus and all academic centers:

- Rindge Campus (Residential Campus – Rindge, New Hampshire)
- Lebanon Academic Center (Lebanon, New Hampshire)
- Manchester Academic Center (Manchester, New Hampshire)
- Goodyear Academic Center (Good Year, Arizona)
- Round Rock Academic Center (Round Rock, Texas)

In addition to university policy, New Hampshire State Law, NH RSA 631:7, makes it a criminal offense for individuals or organizations to engage in or fail to report student hazing.

II. Definition of Hazing

According to the Jeanne Clery Act and Stop Campus Hazing Act, hazing is defined as:

“Any action taken or situation created, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Hazing includes but is not limited to: pressuring another to consume alcohol or drugs; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such

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activities; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities that are not consistent with the regulations and policies of the educational institution.”

This definition can be found in the U.S. Department of Education’s Clery Act Appendix: <https://www.govinfo.gov/content/pkg/FR-2023-10-04/pdf/2023-21715.pdf> (see page 67439).

Hazing behaviors may be the intentional, knowing, or reckless act committed by one or more persons, against another person or persons, regardless of their willingness to participate, may include the following:

- Is committed in connection with initiation, affiliation, admission, or continued membership in any student organization.
- Causes or creates a risk, above the reasonable risk of activity participation, of physical or psychological harm, including but not limited to:
 - Whipping, beating, striking, or electric shock.
 - Placing harmful substances on a person’s body.
 - Inducing sleep deprivation, confinement, exposure to elements, or extreme physical activity.
 - Forcing or coercing consumption of alcohol, food, drugs, or other substances.
 - Coercing sexual acts.
 - Threats or conduct inducing reasonable fear of bodily harm.
 - Activities involving criminal violations of local, state, tribal, or federal law.

Hazing also includes any act that:

- Is committed during initiation, affiliation, or maintenance of membership in any student organization;
- Creates a risk of physical or psychological injury beyond normal participation risks;

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- Involves forced consumption of substances, physical abuse, sexual acts, threats, or violations of law.

III. Prohibited Conduct

Hazing is strictly prohibited in all student organizations, clubs, athletic teams, fraternities, sororities, honor societies, and any campus-affiliated groups. No individual or group may engage in, condone, encourage, or fail to report hazing.

IV. Reporting Procedures

Anyone witnessing or aware of hazing must immediately report it to any of the below offices:

Campus Safety

Email: campussafety@franklinpierce.edu

Phone: 603-899-4210

Location: St. Peter's Building, University Drive, Rindge, NH.

Dean of Students Office

Email: studentaffairs@franklinpierce.edu

Phone: 603-899-4162

Location: Peterson Manor, 2nd floor

Office of Residential Life and Community Standards

Email: housing@franklinpierce.edu

Phone: 603-899-4176

Location: Ground Floor of New Hampshire Hall

V. Retaliation

Retaliation against any individual who reports hazing in good faith, participates in an investigation, or cooperates with any related proceedings is strictly prohibited. Any acts of retaliation will be treated as a serious violation

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of this policy and may result in disciplinary action up to and including suspension or dismissal. Franklin Pierce University is committed to protecting the rights and well-being of all community members who come forward to report concerns without fear of retribution.

Retaliation may include, but is not limited to:

- Harassment, intimidation, or threats
- Unjustified academic or disciplinary actions
- Exclusion from groups, teams, or activities
- Negative alterations to work or academic assignments
- Verbal or physical abuse
- Any other conduct that would discourage a reasonable person from reporting or participating in the investigation

Any acts of retaliation will be treated as a serious violation of this policy and may result in disciplinary action up to and including suspension or dismissal or undergraduate students. Franklin Pierce University is committed to protecting the rights and well-being of all community members who come forward without fear of retribution.

VI. Investigation and Disciplinary Action

The Dean of Students Office, Campus Safety, and Residential Life and Community Standards conduct investigations related to allegations of hazing on the Franklin Pierce University campuses.

Law enforcement will be notified as required by state law. Disciplinary actions of the University are handled separately from criminal proceedings. Students involved may face hearings and sanctions in addition to any criminal proceedings that occur outside of the University.

VI. Prevention and Education

All incoming students will be required to complete a course through Vector Learning (Safecolleges) that educate and address the following topic:

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Hazing Awareness and Prevention for Students

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 harassing 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.

VII. Resources and Support

The Franklin Pierce University Wellness and Outreach Education consists of supportive centers: the Health Center, The Counseling Center and Raven Haven, within the Division of Student Affairs. All offices within Wellness and Outreach Education offers confidential support for those experiencing hazing or other incidents.

Raven Haven, New Hampshire Hall

Email: ravenhaven@franklinpierce.edu

Phone: (603)899-4133

Location: First Floor of New Hampshire Hall, Counseling Center

Counseling Center

Email: counseling@franklinpierce.edu

Phone: (603)899-4135

Location: First floor of New Hampshire Hall

Health Center

Email: healthservices@franklinpierce.edu

Phone: (603)899-4130

Location: Ground floor of Granite Hall

VIII. Possible Sanctions for Student Groups and Organizations

Sanctions for groups, or individuals, found responsible for hazing may include, but are not limited to:

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- Probation or loss of recognition for student organizations, clubs, and honor societies
- Suspension or permanent loss of university recognition for fraternities and sororities
- Suspension or removal from competition for athletic teams
- Restrictions on recruiting, events, or use of university facilities
- Required educational programs on hazing prevention
- Financial penalties or restitution related to the incident
- Notification to national organizations, NCAA, and/or appropriate parties outside of the University
- Individual suspension or expulsion from Franklin Pierce University

Sanctions aim to uphold campus safety and promote accountability.

IX. Review and Compliance

This policy will be reviewed annually to ensure federal and state laws compliance. Any revisions will be communicated to the campus community.

X. Contact Information

For questions or to report hazing:

Campus Safety

campussafety@franklinpierce.edu

603-899-4210

Location: University Drive

Dean of Students Office

studentaffairs@franklinpierce.edu

603-899- 4162

Location: Peterson Manor, 2nd Floor

Office of Residential Life and Community Standards

housing@franklinpierce.edu

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603-899-4167

Location: Ground floor of New Hampshire Hall

Campus Hazing Transparency Report 2024-2025

In accordance with New Hampshire RSA 631:7 and the Stop Campus Hazing Act, Franklin Pierce University (FPU) publicly reports findings of hazing misconduct involving any recognized or registered student organization that has been found responsible for hazing.

This report includes:

- The name of the student organization involved
- The date(s) of the hazing incident(s) (if known)
- The date the incident was reported to FPU
- The dates of any investigation
- The date of the university's determination of responsibility
- A description of the findings
- Whether the incident involved alcohol or drug use
- The date the organization was notified of the findings
- Any sanctions issued by the university

Reports that do not result in the finding of hazing are excluded from this report.

FPU will update the Campus Hazing Transparency Report at least twice annually, no fewer than 10 calendar days prior to the start of the fall and spring semesters, and generally within 14 days of any formal hazing finding. These reports will be maintained and made publicly accessible on the FPU website for a minimum of 10 years from the initial date of disclosure.

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Hazing statistics that meet the federal definition of hazing under Section 485(f)(6)(A) of the Higher Education Act of 1965 (20 U.S.C. § 1092(f)(6)(A)) will be included in FPU's Annual Security and Fire Safety Report, beginning with the 2025 report. Please note that these statistics reflect reported incidents and may differ from confirmed findings of hazing.

For more information on FPU's hazing prevention policy, reporting mechanisms, investigation procedures, and education programs, please refer to the Franklin Pierce University Hazing Prevention and Accountability Policy.

Transparency Report for Academic Year 2024–2025

As of the publication date, there have been **no findings of hazing behavior** at Franklin Pierce University during the 2024–2025 academic year.