

# The University of Maine System Statements on Hazing Policy & Research-informed Hazing Prevention Programs

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In accordance with the University of Maine System (UMS) Board Policy 503 and in compliance with State of Maine law as set forth in Chapter 159 of the Public Laws of 1983 (20-A M.R.S.A. 10004) and the federal Stop Campus Hazing Act, which amended the Higher Education Act of 1965 and requires colleges and universities to define hazing, compile and disclose reported incidents of hazing in their annual security reports and a Campus Hazing Transparency Report, and establish transparent policies for reporting and prevention, **the UMS Board of Trustees reaffirms [its policy](#) that the hazing of any student enrolled at any institution of the University of Maine System is prohibited.**

Any violation of this policy, including any violation of State and/or Tribal Laws governing hazing by any UMS student or employee should be reported to the contacts listed below under “How to Report”.

## University Policies

- [The University of Maine System Prohibition of Hazing](#)
- Student organizations and individual students face disciplinary action for hazing as a violation of the [Student Conduct Code](#)

## State Law

- [Maine Title 20-A: EDUCATION Part 5: POST-SECONDARY EDUCATION Chapter 401: GENERAL PROVISIONS](#)
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## University of Maine System Hazing & Student Organization Definitions:

**Hazing**<sup>1</sup> includes any intentional, knowing, or reckless action or situation, including harassing behavior, or any activity expected of an individual that humiliates, degrades, abuses or endangers the individual, 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 initiation into, an affiliation with, or the maintenance of membership in a student organization; or otherwise 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 psychological or physical injury; recklessly or intentionally, including, but not limited to:

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<sup>1</sup> Beginning with the October 1, 2026 Annual Security Report (ASR), the Jeanne Clery Campus Safety Act requires institutions to include hazing incidents meeting this definition, that occurred within Clery Geography, and that were reported to campus security authorities or local police agencies in its ASR.

- 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.

**Student Organizations**<sup>2</sup> are voluntary associations of University students that are student initiated and student run. Student organizations are recognized by the University and may have access to certain University-controlled benefits and resources, such as facilities use and funding eligibility. Varying opportunities and requirements exist to be a recognized student organization. University-recognized Student Organizations, including those operating under probation or suspension, are subject to the Student Conduct Code.

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## How to Report

**If there is reason to believe that someone is in danger you should dial 911.**

Any person who believes they have been subject to hazing, has witnessed hazing, or has knowledge of any activity or conduct which may constitute hazing is encouraged to report their concerns to the Student Conduct Officer or the University Police Department on their campus, if applicable, or submit a report using the [UMS Hazing Reporting Form](#). Hazing is a crime and can also (or independently) be reported to the Police Department in the jurisdiction where the hazing occurred.

Reports may be made anonymously. Please be aware that if you include any identifying information you may be contacted for further details. Should you choose to file an anonymous report, the University may be limited in responding to or fully investigating the complaint. Should the University take action on an anonymous report, the reporter is still protected from retaliation. If you file an anonymous report and are retaliated against, please contact the Student Conduct Office immediately.

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<sup>2</sup> For the purposes of Clery Act reporting, the Stop Campus Hazing Act defines a student organization as any group at a higher education institution – including social clubs, societies, athletic teams, fraternities, sororities, bands, or student government – comprised of two or more enrolled students, whether officially recognized by the institution or not.

Upon receiving notice of a possible violation, UMS will promptly initiate an assessment of the report to determine next steps.

Anyone can file a report. Important details to include in a report are:

- names of people and/or organizations involved, including but not limited to alleged perpetrators of hazing, alleged victims, and any witnesses,
- dates,
- where it happened,
- a specific description of what happened.

The University's ability to investigate hazing, enforce policy, and protect students depends on accurate and specific reports. Reporting Parties are encouraged to provide as much specific detail as possible so that the reported behavior can be addressed.

### **Amnesty**

Students who make a hazing complaint in good faith, or victims of hazing who participate in an investigation, will not be charged with other University policy violations that are brought to light in the course of the investigation that arose out of, or were committed as a direct result of, the hazing incident(s) under investigation (i.e. students forced to consume alcohol as part of a hazing incident will not be charged with violations of the University's alcohol policy). The University reserves the right to follow up with those students related to those issues as appropriate in a non-disciplinary setting.

### **Retaliation**

It is a violation of University policy to retaliate or take adverse action towards any person for reporting an alleged violation of this policy or for cooperating with a University investigation related to any policy. Retaliation includes, but is not limited to, verbal or implied threats, physical or psychological abuse, intimidation, harassment (verbal or written), or any other action intended to create a hostile environment for the intended target of the retaliation. Students concerned about retaliation should contact the Student Conduct Office and/or the Campus Police Department; if applicable.

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## **Investigation & Adjudication of Allegations**

Upon receiving the report, the Conduct Officer or their designee will investigate as described in the UMS Student Conduct Code (Code), or refer for investigation to the appropriate office and relevant Procedures for Title IX Sexual Harassment, or the Equal Opportunity Complaint Procedures, depending on the alleged violation and the Responding Party's affiliation with the University.

The investigation will be conducted promptly, thoroughly, and impartially according to the relevant procedures. As part of the investigation, the University may: (a) Make contact with the individual(s) bringing forward the allegations of hazing; (b) Make contact with the individual(s) alleged to have perpetrated the hazing; (c) Conduct interviews with the involved parties, including those directly impacted, the accused student(s) and relevant witnesses.

## **Adjudication**

Adjudication shall be conducted pursuant to the Code and/or in accordance with the System Office of Human Resources, Title IX Sexual Harassment Procedures, or Equal Opportunity Complaint Procedures, if the complaint involves University faculty or staff, alumni, contractors, vendors, or guests.

## **Sanctions**

Sanctions for hazing violations by students or student organizations shall be administered according to the Student Conduct Code or Title IX Sexual Harassment Procedures.

Sanctions for violations of this policy by faculty or staff will be in accordance with the System Office of Human Resources, Title IX Sexual Harassment Procedures, or Equal Opportunity Complaint Procedures, if the complaint involves University faculty or staff. For information about possible disciplinary action, represented employees should refer to the [appropriate collective bargaining agreement](#). Non-represented employees should refer to the [non-represented employee handbook](#). All of the possible sanctions that the University may impose upon an employee following the results of any University disciplinary proceeding include but are not limited to: oral warning, written warning, suspension, termination, or other action reasonably deemed appropriate by the University.

Sanctions imposed by the University may be in addition to any penalty imposed for violation of the criminal laws and for violation of any other University regulation or policies.

Findings of responsibility for hazing in violation of this policy will be reported to the Coordinator of UMS Student Conduct who will work with the individual campus to update its Campus Hazing Transparency Report as outlined below.

## **Campus Hazing Transparency Report**

A key requirement of the Stop Campus Hazing Act, the Campus Hazing Transparency Report (CHTR) is designed to enhance public awareness of hazing incidents in higher education. Colleges and universities participating in federal financial aid programs must collect and publicly disclose information about recognized student organizations found responsible for hazing violations.

## Key Features of the Report:

1. Collection of Information:
    - Institutions must begin gathering hazing incident data by July 1, 2025.
    - Data must include cases where a student organization under the Clery reporting definition provided above was found responsible for hazing.
  2. Public Availability:
    - The report must be made available on the institution's public website by December 2025 or within 6 months of a responsible finding for hazing on or after July 1, 2025.
    - The Coordinator of UMS Student Conduct will work with individual campuses to update their respective Reports every 6 months to reflect any new findings of responsibility for a hazing incident. If no new hazing violations occur, no update is required until the following 6 months.
  3. Contents of the Report:

For each hazing violation, the report must include:

    - Name of the student organization involved.
    - Description of the violation, including whether it involved alcohol or drugs.
    - Institution's findings and any sanctions imposed on the organization.
    - Key dates, including:
      1. When the alleged incident occurred.
      2. When the investigation started and concluded.
      3. When the institution notified the organization of the findings.
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## Statement on Current Hazing Prevention Initiatives

UMS is committed to eliminating and preventing hazing through awareness, education, training, and early intervention. Each campus provides ongoing prevention and awareness programs for recognized organizations and athletic programs throughout the year to equip and support students with the skills to prevent, recognize, and respond to and to report hazing. The programs may include, but are not limited to, awareness tabling at New Student Orientations, Move-in, and Welcome Weekend, events during National Hazing Prevention Week, Invitations to Speaking Events and Small Group Workshops for specific communities, Programs sponsored by the Resident Assistants, Annual Reviews of Recognized Student Organization Expectations, Bystander Intervention Workshops, and Team-Building Activities where student organizations are encouraged to conduct non-coercive, inclusive exercises that promote trust, mutual respect, and collaboration.. Additionally, students can request workshops and consultations from their division of Student Affairs anytime for their student organization.

These educational programs promote awareness and reporting of hazing and include primary prevention and awareness programs for incoming and transfer students and new employees, and ongoing prevention and awareness campaigns for students, faculty, and staff. Primary prevention efforts also include live training to Greek organizations, athletic teams, and first-year student classes during the fall semester. Resident Assistants and Peer Educators are also provided with

extra training to help disseminate the information to their peers. Bulletin boards and notification TVs provide ongoing awareness campaigns and how and to whom reports and concerns should be made.

- **Bystander Intervention Training:** Training programs include bystander intervention techniques, empowering individuals to recognize and safely intervene in potential hazing situations.
- **Student Organization Ethical and other Values-based Leadership Training:** Leaders of student organizations receive training on their responsibilities in preventing hazing and enforcing this policy.
- **Training Sessions:** Student Organization members and their Advisors participate in anti-hazing education sessions covering the definition of hazing, the dangers of hazing, Maine State Hazing law, University policy, and hazing reporting procedures.
- **Written Policy Distribution:** The University Hazing Policy is provided to all student organizations.
- **Regular Policy Review:** University policy and related procedures will be reviewed and updated regularly to ensure effectiveness and compliance with current laws and best practices for eliminating hazing.

### **Hazing Prevention Research Lab**

As part of our effort to prioritize and amplify hazing prevention, the University of Maine has begun a new [National Study of College Student Hazing](#) directed by Dr. Elizabeth Allan — Principal Investigator of the original study and the world's leading scholar of hazing prevention. Dr. Allan and her team are dedicated to conducting rigorous research about hazing and its prevention, research that informs practice for harm prevention and the promotion of healthy groups, and research that ultimately saves lives and creates a better world.

### **Campus Security Authority Training**

All members, staff, and volunteers are encouraged to participate in anti-hazing education sessions. Campus Security Authorities (CSAs) participate in annual training as required by the University which provides information on hazing awareness, prevention, intervention, and the hazing policy of the University.

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