

Olin College of Engineering- Anti-Hazing Policy

Purpose and policy statement

Olin College of Engineering prohibits hazing in every form. Hazing is inconsistent with the dignity, safety, trust, inclusion, and shared responsibility expected in the Olin community. No person or student organization affiliated with Olin may engage in, solicit, direct, aid, condone, or knowingly permit hazing. Consent, acquiescence, or a person's willingness to participate in hazing does not make hazing permissible.

This policy establishes one institutional standard for prevention, reporting, response, investigation, discipline, and required public disclosures. It is intended to satisfy and incorporate the Stop Campus Hazing Act, the Jeanne Clery Campus Safety Act, and Massachusetts General Laws chapter 269, sections 17 through 19. Nothing in this policy limits rights protected by law, including due process and the First Amendment.

Scope

This policy applies to all Olin students, employees, volunteers, guests, and student organizations. It applies to conduct on or off College property, in person or online, and during College-sponsored, organization-sponsored, or informal activities when the conduct involves initiation into, affiliation with, or continued membership in a student organization at Olin, or otherwise affects the Olin community.

For this policy, and under the Stop Campus Hazing Act, a student organization includes any club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, student government, project team, residence-based group, or other organization in which two or more members are enrolled Olin students, whether or not Olin formally establishes or recognizes the organization.

Definition of hazing

Under the Stop Campus Hazing Act, hazing means any intentional, knowing, or reckless act committed by one or more persons against another person or persons, regardless of their willingness to participate, that:

- occurs in the course of initiation into, affiliation with, or maintenance of membership in a student organization; and
- causes, or creates a risk above the reasonable risks ordinarily encountered in participation in the College or the organization, of physical or psychological injury.

Hazing includes conduct prohibited by Massachusetts law and may include, without limitation:

- whipping, beating, striking, branding, electronic shocking, placing a harmful substance on a person's body, or similar physical brutality;
- causing, coercing, or inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, extended isolation, or similar activity;
- causing, coercing, or inducing consumption of food, liquid, alcohol, drugs, or another substance;
- causing, coercing, or inducing a person to perform sexual acts;
- threatening words or conduct that place a person in reasonable fear of bodily harm;
- humiliation, degradation, intimidation, harassment, or compelled conduct that creates an unreasonable risk of psychological injury;
- interference with academic work, employment, sleep, medical care, or other basic needs when it creates an unreasonable risk of physical or psychological injury; and
- any act against another person, or any required duty or task, that involves a violation of local, state, Tribal, or federal criminal law.

Reasonable, customary activities directly related to an organization's lawful purpose, including ordinary athletic training, are not hazing unless they meet the definition above. The title, tradition, stated purpose, location, or voluntary character of an activity does not determine whether it is hazing, nor are the examples of the types of

hazing activities provided in this policy exhaustive. By law, consent is not available as a defense to any prosecution for hazing.

Prohibited conduct and individual responsibility

The following conduct violates this policy:

- planning, organizing, directing, participating in, or assisting hazing;
- pressuring, coercing, or soliciting another person to engage in hazing;
- knowingly permitting hazing or failing to take reasonable steps to stop it when able to do so safely;
- obstructing a report or investigation, destroying evidence, providing knowingly false information, or asking another person to conceal hazing; and
- retaliating against a person because the person reported, opposed, witnessed, or participated in an investigation of suspected hazing.

Massachusetts law separately requires a person who knows another person is the victim of hazing and is at the scene to report the crime to an appropriate law-enforcement official as soon as reasonably practicable, when the person can do so without danger to self or others.

Reporting hazing

If a member of the Olin community knows that a student is being hazed, is directed by another to haze someone, witnesses an act of hazing, or they are made aware of hazing at or within the Olin community, they are required to report it to the College as outlined below.

Emergency assistance

Call 911 when anyone faces immediate danger or needs urgent medical attention. Then contact Campus Public Safety at 781-239-5555 when it is safe to do so. Seeking medical care takes priority over completing an institutional report.

Institutional reporting options

Any person should report suspected hazing, including anonymously where the reporting method permits, through one or more of the following channels:

- Students Affairs Office: 781-292-2321; StAR@olin.edu
- Olin College Student Support and Advocacy Team: [Student Support and Advocacy Team](#)
- Campus Public Safety: 781-239-5555

A report should include, if known, the organization involved; names of persons involved; the date, time, and location; a description of what occurred; possible witnesses; and any photographs, messages, recordings, or other evidence. A person need not investigate, confront participants, or determine whether the conduct legally constitutes hazing before reporting.

Olin will protect the privacy of reports and records to the extent reasonably possible and permitted by law. The College cannot promise complete confidentiality because it may need to respond to safety concerns, provide due process, comply with reporting duties, or disclose records as required by law. Anonymous reports may limit the College's ability to investigate, but Olin will review and act on available information.

Under the Massachusetts Anti-Hazing Law, a principal organizer or participant in hazing may face a fine of up to \$3,000, imprisonment for up to one year, or both. A person who is required by state law to report hazing and fails to do so may face a fine of up to \$1,000. These criminal consequences are separate from College discipline described below.

Protection from retaliation and supportive measures

Retaliation is prohibited. Following a report of hazing, Olin may take prompt supportive or interim measures to protect individuals and the community, preserve the integrity of an investigation, or prevent recurrence.

Measures may include no-contact directives, changes to housing or activities, temporary restrictions on an individual or organization, access to academic or wellness support, preservation requests, and safety planning. Measures are not a determination of responsibility and will be tailored to the circumstances.

When alcohol or drug use is disclosed in connection with a good-faith request for help or hazing report, the College should prioritize health and safety and apply any applicable medical-amnesty or help-seeking provisions. This paragraph does not prevent action for conduct that harmed another person, created a serious safety risk, or involved distribution of controlled substances.

Response and investigation process

Olin will address reports of suspected hazing promptly, fairly, and impartially. The College may proceed without a participating complainant when available information indicates a safety risk or an institutional obligation to act. The process generally includes the following steps:

1. **Intake and immediate safety review.** The receiving office documents the report, assesses urgent medical or safety needs, considers preservation of evidence, and connects affected persons with support.
2. **Jurisdiction and required notifications.** The College determines whether the reported conduct falls within this policy or another College process and makes any required report to law enforcement or other authorities. Institutional and criminal processes may proceed separately.
3. **Interim action.** A designated official considers proportionate restrictions or supportive measures. An organization may be temporarily restricted from recruitment, initiation, meetings, travel, events, or use of College resources while a matter is pending.
4. **Notice.** The respondent and, when applicable, the student organization receive written notice of the allegations, the policies implicated, and the applicable process, subject to lawful safety and privacy limitations.
5. **Fact gathering.** A trained investigator or designated official interviews available witnesses and collects relevant documents, communications, digital materials, photographs, video, and other evidence. Parties have a reasonable opportunity to identify relevant witnesses and information.
6. **Review and determination.** The decision-maker evaluates relevant information under the standard of proof stated in the applicable student, employee, or organizational conduct process. If no other process specifies a standard, responsibility is determined by a preponderance of the evidence.
7. **Outcome and sanctions.** The College provides written notice of the outcome and sanctions to the extent permitted by law and applicable policy, including information about any available review or appeal.
8. **Records and follow-up.** The College retains records, completes required Clery and transparency reporting, monitors sanctions and safety measures, and evaluates whether broader prevention steps are warranted.

Olin reserves the right, as necessary, to adapt sequencing, combine related processes, or extend timeframes for good cause, while preserving notice and a meaningful opportunity to respond. Conflicts of interest or bias must be disclosed and addressed. A person who knowingly submits false information may be disciplined; an unsubstantiated report is not, by itself, evidence of bad faith.

Sanctions and corrective action

Hazing violations may result in sanctions proportionate to the conduct, its impact, prior history, acceptance of responsibility, cooperation, and continuing risk. Individual sanctions may include education, warning, probation, loss of privileges, removal from a role, suspension, termination of employment, or expulsion. Organizational sanctions may include education, restitution, probation, restrictions, loss of funding or facilities, suspension, or permanent revocation of recognition. Olin may also refer conduct to law enforcement or another authority.

Prevention and awareness program

Olin will maintain a research-informed, campus-wide hazing prevention and awareness program designed to reach students, faculty, and staff. The program will address this policy, how to report, the investigation process,

applicable law, and primary prevention strategies intended to stop hazing before it occurs. Programming may include bystander-intervention skills, ethical leadership, recognition of power dynamics and coercion, safe group practices, and methods for building belonging and cohesion without hazing.

At minimum, Olin will provide prevention information during new-student education and periodic training for student leaders, organization members, athletes, advisers, relevant employees, and campus security authorities. The College will periodically assess participation, understanding, reporting barriers, and program effectiveness and will improve programming based on evidence and campus needs.

Policy distribution and organizational duties

Olin will distribute this policy and Massachusetts General Laws chapter 269, sections 17 through 19, annually as required by law, and will publish the policy on the College's website. Each organization covered by section 19 must distribute sections 17 and 18 to every member, plebe, pledge, or applicant for membership and must provide the College an annual attested acknowledgment of compliance in the form and by the deadline Olin establishes. Olin will submit the annual state compliance report required by section 19.

Organization leaders, coaches, and advisers are responsible for communicating this policy, modeling safe practices, reporting warning signs, and ensuring that membership activities do not include hazing. Failure to complete education or acknowledgment requirements may result in restrictions on organizational activities or recognition.

Clery statistics and Annual Security Report

Olin will collect statistics for hazing incidents reported to campus security authorities or local police agencies as required by the Jeanne Clery Campus Safety Act. For statistical purposes, multiple hazing acts committed by the same person or persons are treated as one incident when the intervals of time and place separating the acts are insignificant. Required statistics will be included in the Annual Security Report for the three most recent calendar years in accordance with federal reporting rules.

The Annual Security Report statistics and the Campus Hazing Transparency Report (described below) serve different purposes. The Annual Security Report counts reported hazing incidents using federal Clery definitions and reporting rules. The Transparency Report identifies recognized or established student organizations that receive a final institutional finding of responsibility for hazing and includes the information described below.

Campus Hazing Transparency Report

When Olin issues a finding that an established or recognized student organization violated the College's hazing standards, Olin will publish and update a Campus Hazing Transparency Report in a prominent location on its public website. The report will be updated at least twice each year during any period in which a new qualifying finding is issued. Olin is not required to publish the report before its first qualifying finding or to issue a periodic update when no new qualifying finding occurred during that period.

For each qualifying finding, the report will include:

- the name of the student organization;
- a general description of the violation, including whether it involved abuse or illegal use of alcohol or drugs;
- the College's findings and any sanctions imposed on the organization, as applicable; and
- the dates the incident was alleged to have occurred, the investigation began, the investigation ended with a finding of a hazing violation, and the organization received notice of the finding.

The public report will not include personally identifiable student information and will be maintained in accordance with the Family Educational Rights and Privacy Act. Each published update will remain publicly available for five calendar years from its publication date. The webpage will also link to annual hazing statistics and provide this policy and applicable hazing laws.

Records, coordination, and policy administration

The Office of Student Affairs will coordinate implementation with Campus Public Safety, student conduct personnel, human resources, organization advisers, and other offices as appropriate. Records will be maintained under Olin's record-retention practices and for at least as long as needed to meet Clery, transparency-report, state-reporting, due-process, and litigation-hold requirements. Personally identifiable information will be limited in public disclosures as required by law.

This policy does not replace other College policies. Conduct may be addressed under more than one policy, including the Honor Code, employee standards, nondiscrimination or sexual-misconduct policies, and rules concerning alcohol, drugs, violence, or retaliation. Olin will coordinate processes to promote fairness and avoid unnecessary duplication.

Applicable law and institutional resources

- [Stop Campus Hazing Act, Public Law 118-173](#)
- [Massachusetts General Laws chapter 269, sections 17 through 19](#)
- [Olin Student Rights and Responsibilities](#)
- [Olin Annual Security Report and campus safety resources](#)