



# Employee Anti-Hazing Policy

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**Effective: June 9, 2022**  
**Last Updated: March 2023**

**Responsible University Office:** Office of Human Resources  
**Policy Contact:** Office of Human Resources

## Policy

Gonzaga University is committed to providing for the safety, health, and welfare of the entire campus community. Gonzaga University strictly prohibits hazing. The University has published a separate anti-hazing policy for students.

## Hazing Defined

Pursuant to RCW 28B.10.900, the term “Hazing” includes any act committed as part of a person’s recruitment, initiation, pledging, admission into, or affiliation with a student organization, athletic team, or living group, or any pastime or amusement engaged in with the respect to such an organization, athletic team, or living group that causes, or is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in this state, including causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the person to risk of such harm, regardless of the person's willingness to participate. “Hazing” does not include customary athletic events or other similar contests or competitions.

## Hazing Prohibited

No Gonzaga University staff member, faculty member, student employee, or volunteer may conspire to engage in hazing or participate in hazing of another.

## **Jurisdiction**

This Policy applies to behavior that occurs on or off-campus and includes University sponsored, or approved and non-University events, activities, and programs.

## **Mandatory Duty to Report**

1. All Gonzaga University employees (staff members, faculty members, and student employees) and volunteers have the following mandatory reporting obligation pursuant to state law. If, as a result of observations or information received in the course of their employment or volunteer service, any Gonzaga University employee or volunteer has reasonable cause to believe that hazing has occurred, the employee or volunteer shall report the incident, or cause a report to be made, to the Resolution Center for Student Conduct and Conflict or Human Resources. The employee or volunteer shall make the report at the first opportunity to do so.

“Reasonable cause” means a person witnesses hazing or receives a credible written or oral report alleging hazing or potential or a planned hazing activity.

2. A person who witnesses hazing or has a reasonable cause to believe hazing has occurred or will occur and makes a report in good faith may not be sanctioned or disciplined for the violation of this Policy unless the person is directly engaged in planning, directing, or participating in the act of hazing reported.
3. Nothing in this section shall preclude a person from independently reporting hazing or suspected hazing activity to law enforcement.
4. For the purposes of the mandatory reporting requirement, the term “employee” does not include confidential employees or persons employed as medical staff or with a Gonzaga University affiliated organization or entity unless the employee has a supervisory role or position of authority over students.

## **Violations**

Failure to comply with the affirmative duties, responsibilities, and requirements of this Policy may result in corrective action up to dismissal from employment and the University in accordance with the procedures for employee discipline in the Faculty Handbook for faculty members and the Policy and Procedures Manual for staff members.

Washington state law also imposes the following sanctions on those responsible for hazing:

1. Any person who violates state hazing laws, in addition to other sanctions that may be imposed, shall forfeit any entitlement to state-funded grants, scholarships, or awards for a time period determined by the University;
2. Any organization, association, or group that knowingly permits hazing by its members or

others subject to its direction or control shall be deprived of any official recognition or approval granted by the University;

3. Certain violations of state hazing law can be misdemeanors punishable as provided under RCW 9A.20.021.
4. Violations of Washington's hazing laws subject an organization, association, academic cohort, or living group to strict liability for harm caused to persons or property resulting from hazing, and its individual members may be held individually liable for damages.

## **Prevention Education**

Pursuant to RCW 28B.10.907, Gonzaga University shall provide hazing prevention education on the signs and dangers of hazing as well as the University's prohibition on hazing annually to all employees at the beginning of each academic year and for new employees at the beginning of each academic term. This hazing prevention education may be presented in person or electronically.