

PROCEDURES for the Policy on Hazing

Policy #: 01.112.1

I. Investigating Allegations of Hazing

Once a report of Hazing is received by the Dean of Students Office or the URI Police Department, one or more of the following pathways for investigation and resolution will apply as follows:

- Alleged violations of law will be investigated by law enforcement.
- Alleged violations of the Policy on Hazing by students will be subject to the student conduct process outlined in the Student Handbook.
- Alleged violations of the Policy on Hazing by any Student Organizations will be subject to the student conduct process outlined in the Student Handbook.
- Alleged violations of the Policy on Hazing by varsity athletic teams will be subject to the student conduct process, and the Director of Athletics will be notified. Additional interim measures may be implemented during the adjudication period.
- Alleged violations of the Policy on Hazing by departmental student affinity and advisory groups (e.g., academic clubs, honor societies, and fraternal organizations) will be subject to the student conduct process. The applicable Dean and the Provost will be notified, and interim measures may also be implemented during the adjudication period.
- Alleged violations of the Policy on Hazing by faculty and staff will be subject to review and investigation in accordance with appropriate University or Board of Trustee policies and procedures, and/or applicable collective bargaining agreements.
- As outlined in the Student Handbook (pages 22–33), students may be held accountable for conduct violations through multiple venues. Criminal and University proceedings may run concurrently and independently. Notice of any related meetings, hearings, and outcomes will be sent via URI email. Student organization conduct cases—including those involving fraternities, sororities, and other recognized groups—are adjudicated by the Office of Community Standards using the same procedures defined in the Student Handbook.

A. Definition and Scope of an Investigation

An investigation is the fact-finding process the University undertakes to determine whether the reported behavior may constitute a violation of University policy or law.

The scope and steps of any investigation depend on the nature, detail, and specificity of the information provided in the initial report and any subsequent information obtained.

At minimum, an investigation may include:

- Initial review of the report to assess credibility and immediacy.
- Collection of relevant materials such as statements, digital communications, or documentation.
- Interviews with reporting parties, witnesses, impacted individuals, or organizational leaders.
- Notification and outreach to individuals or groups alleged to be involved.
- Coordination with offices such as URI Police, Community Standards, Athletics, HR, Student Involvement, or National Headquarters.
- Assessment of interim safety measures.
- Documentation of findings and referral to appropriate adjudicating authorities.

B. Fact-Dependent Nature of Investigations

Investigations vary in length and scope based on severity, number of individuals involved, level of detail provided, availability of witnesses, and whether external partners are involved.

C. Anonymous Reports

The University accepts anonymous reports of hazing; however, the ability to fully investigate may be limited when the reporting party does not provide identifying information.

Anonymous reports may limit fact-finding, restrict the ability to initiate formal action, and prevent follow-up with the reporting party.

Anonymous reports are documented and used to identify trends or repeated concerns.

D. Definition of a Credible Report

A credible report contains sufficient specific, verifiable, or actionable information for the University to reasonably believe that hazing may have occurred.

Standards for Determining Credibility

- Specificity of information (names, dates, locations).
- Consistency with other available information.
- Corroboration through evidence or additional reports.
- Plausibility based on known facts.
- Whether the reporting party appears to have direct or reliable secondhand knowledge.
- Level of detail provided.
- Immediacy or urgency suggesting potential harm.

II. Hazing Prevention and Awareness

- Within URI Greek Life, anti-hazing education is provided at the following: Greek Leaders Summits (August & January), CSV 302 Peer Leadership & Bystander Intervention Class (Fall & Spring) and affiliated Greek 101 New Member anti-hazing session (Fall & Spring). The Chapter coaching program also contains an anti-hazing workshop to reinforce messages to the general membership at the chapter level.
- Training Requirements: All students and employees – staff and faculty – must complete online training for prevention and awareness of Hazing. Existing employees will complete this training through Brightspace; new hires will complete this training through Brightspace within 30 days of their first day of employment.

III. Public Reporting - Campus Hazing Transparency Report

Beginning June 6, 2025, the university will report hazing policy or law violations in the following manner, in compliance with Stop Campus Hazing Act, Public Law No. 118-173, Section 3, Campus Hazing Transparency Report. Only those incidents occurring after June 6, 2025 will be reported:

- In accordance with the act, URI shall maintain and publicly report actual findings of violations of the institution's code of conduct or of federal or state laws pertaining to hazing that are reported to campus authorities or local law enforcement. Investigations that do not result in findings of violations of codes of conduct or convictions in a court of law shall not be included in the report. The report shall include:

- i. A general description of the violations that resulted in the finding of responsibility, including whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the institution, and any sanctions placed on the student organizations, as applicable; and
 - ii. The dates on which the incident was alleged to have occurred; the date the investigation into the incident was initiated; the investigation ended with a finding that a hazing violation occurred; and the institution provided notice to the student organization that the incident resulted in a hazing violation; and
 - iii. The name of the student organization recognized by the University or local organization, as such name of the local organization is known to the University.
- B. Any reports made through the Campus Hazing Transparency Report shall not include any personally identifiable information of any students involved in the hazing misconduct and shall be subject to the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g.
- C. The Campus Hazing Transparency Report will be published twice a year, at least 10 calendar days before the start of fall and spring academic semesters.
- D. Reports required pursuant to this section shall be available within a prominent location on the Dean of Students website. Additionally, a hardcopy notice of the nature and availability of the reports, including the website address where they can be found, shall be provided to all attendees at student orientations.
- E. URI shall publicly maintain reports for a minimum of 10 years from the date of the initial disclosure of a report.