

Stop Campus Hazing Policy and Programming

“Hazing” is defined by the University as a willful act, occurring on or off campus, directed against a student or a prospective member of an organization of the University, which recklessly endangers or jeopardizes the mental or physical health or safety of the student or prospective member or that destroys or removes public or private property for the purpose of initiation or admission into affiliation with, or continued membership in, any such organization. No recognized organization or athletic team may have as a condition of initial membership or continued membership participation in any activity that can be defined as hazing.

Hazing is prohibited by the University. Anyone may report an incident of hazing to:

- The Director of Residential Life | 913-971-3544 | Cunningham Center
- The Department of Campus Safety | 913-971-3299 | Land Gym
- The Office of Human Resources | 913-971-3427 | Lunn Building
- The Anonymous Crime Tips Form available on the MNU website. Click [here](#).

The University will respond to allegations of hazing as follows:

Students

A report made against a student will be reviewed by the Director of Residential Life and examined according to our formal investigation and resolution process published in the University Student Handbook.

- a) The formal investigation and resolution process will proceed as follows:
 - i. The Director of Residential Life will convene an investigatory committee responsible for investigating the alleged policy violation and making a determination as to whether a policy violation occurred. If a policy violation has occurred, the student will meet with the Committee/and or Director and will be notified in writing of the meeting and will have one business day to raise a concern about any conflict of interest. This notification will also include the specific violation(s) the student has been accused of committing.
 - ii. During the investigation, the committee/and or Director will meet with the student and other individuals with information related to the situation. Relevant information and evidence will be gathered.
 - iii. Prior to a determination being made, the student will be informed of the nature of the evidence presented against him/her and be

given the opportunity to provide an oral or written statement to the committee.

- iv. Following the investigation, the committee will make a determination as to whether a violation of policy occurred and will notify the student in writing of the outcome and consequences imposed, if any. This notification will occur within three business days of the determination being made.
- v. The committee's determination is final subject only to the student's appeal rights outlined below.
- vi. For purposes of this process, an email to the student's university email account is sufficient to satisfy the "in writing" notification requirement.
- vii. The procedural and evidentiary formalities of our state and federal judicial system do not apply to this Student Conduct Process. Attorneys or other advocates may not attend any meetings with a student.

b) Appeals

- a. Following the rendering of a decision, the student has the right of appeal. A written appeal must be turned in to the Student Development office by the third day of the original decision. Only those appeals based on the following will be considered: (a) new information, (b) precedent consistency, (c) bias on part of the Administrative Disciplinary Committee, or (d) a substantial departure from the process that resulted in an adverse finding.
- b. The Vice President for Student Development will hear the appeal. In all disciplinary circumstances the student should be reminded that personal development and integrity are primary goals and that corrective measures are intended to help each student to become a responsible and contributing member of the community.
- c. No audio or visual recordings of any kind may be made at the hearing. Formal court procedures and state and federal rules of procedure do not apply. Legal counsel is not allowed to attend hearings.

Employees

Human Resources is responsible for investigating hazing allegations involving employees, ensuring training on hazing policies and consequences, and adjudicating employee involvement

in hazing in accordance with HR policies and procedures, with sanctions potentially including disciplinary action.

Hazing Prevention and Awareness Program

MNU is committed to educating its community about the dangers of hazing and promoting a culture of respect and dignity. The institution provides prevention and awareness programming related to hazing. The community is reminded that hazing is prohibited and is provided information regarding how to file a report, information about how reports of hazing are investigated and information regarding local, state and tribal laws on hazing.

Hazing State Laws

Summary (Code of Kansas)
<ol style="list-style-type: none">a. Hazing is recklessly coercing, demanding or encouraging another person to perform, as a condition of membership in a social or fraternal organization, any act which could reasonably be expected to result in great bodily harm, disfigurement or death or which is done in a manner whereby great bodily harm, disfigurement or death could be inflicted.b. Hazing is a class B nonperson misdemeanor. K.S.A. § 21-5418

In addition, the institution provides research-informed programming for students and employees that covers a wide range of information designed to stop hazing before it occurs. It includes information regarding bystander intervention, such as how to take steps to watch out for those around you, as well as information regarding ethical leadership. Community members are also provided information regarding how to strengthen group ties without engaging in hazing behavior.

Educational initiatives include:

- Anti-Hazing awareness training for all new students
- Annual hazing prevention training for student organization leaders
- Anti-hazing policy review and reporting procedure training for employees
- Annual anti-hazing education and prevention workshop with athletic department coaches
- Campaign during national hazing prevention week
- Distribution of educational materials outlining the risks and consequences of hazing to students, faculty, and staff