

<p><b>NYU Grossman School of Medicine &amp; New York University Grossman Long Island School of Medicine</b></p> <p><b>POLICY ON HAZING</b></p>	<p><b>Effective Date</b> June 1, 2025</p> <p><b>Issuing Authority</b> Dean’s Executive Council</p> <p><b>Responsible Officers</b> Associate Deans of Student Affairs</p>
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### **I. STATEMENT OF POLICY**

- A. Purpose of Policy:** Statement of policy and prevention per law (compliance with Stop Campus Hazing Act of 2024).

NYU Grossman School of Medicine and NYU Grossman Long Island School of Medicine (collectively referred herein as “the Schools of Medicine”), are committed to fostering a safe, respectful, and inclusive environment for all members of their community. Hazing in any form is contrary to the Schools’ values and is strictly prohibited. This policy outlines the Schools of Medicine’s definition of hazing, reporting procedures, investigation processes, sanctions, prevention efforts, and transparency measures in compliance with the Stop Campus Hazing Act of 2024.

- B. Applicability of Policy:**

This policy applies to NYU Grossman School of Medicine students, including graduate students enrolled at the Vilcek Institute at NYU Grossman School of

Medicine and the Department of Environmental Medicine and NYU Grossman Long Island School of Medicine students (collectively referred to herein as “Students”).

## II. DEFINITIONS

There are different definitions of hazing relevant to this policy, because hazing is regulated by federal law, state law, and by the Schools’ policies:

- A. **The Schools of Medicine’s Definition of Hazing:** Any action taken or situation created, intentionally or recklessly, whether on or off School premises and whether presented as optional or required, that produces: mental, physical, or emotional discomfort; servitude; degradation; embarrassment; harassment; ridicule; or to cause or encourage violation of law or Schools of Medicine policy, for the purpose of initiation into, affiliation with, admission to, or as a condition for continued membership in a student organization as defined in Section II.D below, regardless of an individual’s willingness to participate.
- B. **Federal Definition of Hazing:** For the purpose of reporting statistics on hazing incidents in the Annual Security Report (ASR) as required by the Stop Campus Hazing Act of 2024, hazing is defined as:

Any intentional, knowing, or reckless act 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:

(a) Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

(b) 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 physical or psychological injury including:

- 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.

**C. New York State Law Definition of Hazing:**

Hazing in the First Degree (N.Y. Penal Law § 120.16)

A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury. Hazing in the first degree is a class A misdemeanor.

Hazing in the Second Degree (N.Y. Penal Law § 120.17)

A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person. Hazing in the second degree is a violation.

- D. Student Organization:** For the purposes of this policy and the reporting requirements of the Stop Campus Hazing Act, a student organization is an organization at the Schools of Medicine formed by students to pursue a shared interest, hobby, academic subject, social cause, or professional goal (such as a club, society, association, etc.) in which two or more of the members are students enrolled at Schools, whether or not the organization is established or

recognized by the institution. This includes unrecognized or underground organizations.

### **III. PROHIBITED CONDUCT AND RESPONSIBILITIES**

The conduct listed below is prohibited in connection with initiation into, affiliation with, admission to, or as a condition for continued membership in a student organization as defined in Section II.D above.

A. **Prohibited Conduct:** Examples of prohibited hazing at the Schools of Medicine include, but are not limited to:

#### **1. Physical Abuse and Endangerment:**

- Violence (beating, kicking, whipping, striking, branding, use of electric shock)
- Causing extreme physical exertion (e.g. excessive calisthenics)
- Causing, coercing, or otherwise inducing sleep deprivation or excessive fatigue
- Placement of a harmful substance on someone's body, or similar activity
- Forced exposure to extreme elements
- Confinement in a small space
- Any activity which seriously endangers the health or safety of another individual

#### **2. Emotional and Psychological Abuse/Humiliation:**

- Verbal abuse, degradation or mental manipulation
- Public or private displays of humiliation, including but not limited to nudity
- Being yelled at or cursed at by other members of the team or group
- Forced servitude (cleaning, running errands/menial tasks under duress)

#### **3. Forced Consumption and Substance Abuse:**

- Forced or coerced use of alcohol, drugs food, liquid, or other substance
- Providing alcohol to minors or using food, liquid, alcohol, drugs, or other substances inappropriately during membership activities

#### **4. Illegal and Criminal Activities:**

- Theft, property destruction, or coerced criminal behavior
- Abandonment in unfamiliar locations
- Lockups or being confined to small spaces
- Being duct-taped or other physical restraints
- Sexual assault
- Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law

#### **5. Threat, Coercion and Intimidation:**

- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct
- Use of threats or intimidation to instill fear or compliance

**B. Supporting and Condoning:** Apathy in the presence of, and acquiescence to, hazing are not neutral acts and may be considered supporting and condoning acts of hazing. Individuals who participate in acts of hazing to any degree may be held accountable under this policy and/or the Schools' Student Conduct Policy.

**C. Retaliation:** The Schools strictly prohibit any retaliation/adverse action taken against an individual for making a good faith report of a violation of this policy or participating in any investigation or proceeding under this policy. Retaliation includes threatening, intimidating, harassing or any other conduct that would discourage a reasonable person from engaging in activity protected under this policy.

## **IV. REPORTING**

The Schools of Medicine encourage all alleged acts of hazing to be reported promptly to appropriate officials and/or law enforcement agencies. The responsibility for reporting applies to NYU Grossman School of Medicine students, including graduate students enrolled at the Vilcek Institute at NYU Grossman School of Medicine and the Department of Environmental Medicine and NYU Grossman Long Island School of Medicine students; residents, fellows, and interns; NYU Grossman School of Medicine and NYU Grossman Long Island School of Medicine faculty, visiting faculty, professional staff, and administrators.

The criminal process and the Schools of Medicine disciplinary processes are separate and independent. Reporting to the Schools of Medicine does not preclude a victim from filing a report with the police. The Schools of Medicine will not wait for the conclusion of criminal investigations or proceedings to conduct their own investigation and adjudication.

Reports of hazing may be made to the following:

- The Office of Student Affairs
- Campus Security Department
- Office of Workplace Culture & Inclusion
- Local law enforcement

## **V. INVESTIGATION AND RESOLUTION PROCEDURES**

### **A. Investigation and Resolution Procedures:**

1. Where allegations of hazing are made against any **student organization**, irrespective of school or unit affiliation, the matter will be investigated and adjudicated by the appropriate Office of Student Affairs in accordance with the Schools of Medicine Student Conduct Standards and Procedures.
2. Where allegations of hazing are made against an **individual student**, the matter will be investigated and adjudicated in accordance with the Schools of Medicine Student Conduct Standards and Procedures.

## **VI. PREVENTION AND AWARENESS PROGRAMS**

The Schools of Medicine are committed to preventing hazing through comprehensive, campus-wide prevention and awareness programs designed to reach students, staff, and faculty. These programs include training on primary prevention strategies intended to stop hazing before hazing occurs, including but not limited to skill building for bystander intervention, information about responsible and ethical student organization leadership, and the promotion of strategies for building cohesion within student organizations without hazing.

## **VII. CAMPUS HAZING TRANSPARENCY REPORT**

In compliance with the Stop Campus Hazing Act the Schools of Medicine will develop and maintain a Campus Hazing Transparency Report summarizing findings concerning any established or recognized student organization found to be in violation of the Schools' hazing policy, as defined in Section II.A of this policy. The report will be updated at least two times per year and maintained for a period of five calendar years from the date of publication of each update. In addition, the Schools will report in their Annual Security Report and Daily Crime Log hazing using the federal definition set forth in Section II.B of this policy and consistent with the Jeanne Clery Campus Safety Act.

## **VIII. REVIEW AND UPDATES**

This policy will be reviewed and updated regularly to ensure compliance with state and federal laws and alignment with best practices in hazing prevention.

## **IX. RESOURCES**

- Internal to NYU Schools of Medicine:
  - Student Health and Mental Health Services
  - Campus Security Department
  - Office of Students Affairs
  - Office of Workplace Culture & Inclusion
  
- External:
  - Anti-Hazing Coalition
  - National Hazing Prevention Network
  - Stophazing.org
  - Timothy J. Piazza Center

## **X. OTHER RELEVANT POLICIES, PROCEDURES, AND GUIDANCE**

- Clery Act Reporting
- Code of Conduct
- Student Conduct Standards and Procedures
- Sexual Misconduct, Relationship Violence, and Stalking Policy
- Alcohol-Use and Substance-Abuse Policy

