

# HAZING

## Hazing

The University of Texas at San Antonio is committed to providing a safe educational environment for everyone and does not tolerate hazing by any group or individual affiliated with the university. The university expects that all students and organizations will observe and fully comply with state law, university regulations, and administrative rules associated with the prohibition of hazing.

Participation in hazing activities is against the law. Violation of the University's hazing policy, whether on or off campus, may subject participants, including students and organizations, to arrest, prosecution, and/or disciplinary action, including, but not limited to, suspension or expulsion of students and the revocation of an organization's registration and/or recognition at the University. Consent to our acquiescence in hazing activity is not a defense.

### Federal Hazing Definitions

- **Student Organization:** an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution
- **Hazing:** Per the statute, Hazing is defined as: An intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against a student, regardless of that student's willingness to participate, that – was committed in connection with an initiation into, an affiliation with, or the maintenance of membership in, an organization (such as a club, society, association, athletic team, fraternity, sorority, or student government); and causes or is likely to contribute to a substantial risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical training necessary for participation in an athletic team), of physical injury 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 another person to consume food, liquid, alcohol, drugs, or other substances
  - 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 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.

### Examples of Hazing

Hazing includes a range of activities that can be intimidating, harassing or violent. Any form of hazing, as described in university policy, is prohibited. Statistics show that hazing activities that are intimidating or

harassing happen more often in organizations but often go unrecognized as hazing. Hazing activities that are violent occur less often in organizations, however they are more likely to be recognized as hazing.

### Intimidation

- Lies, tricks or dishonesty
- assigning demerits
- silence periods with implied threats for violation
- socially isolating new members
- demeaning names
- expecting someone to have certain items with them at all times

### Harassment

- verbal abuse
- threats or implied threats
- asking new members to wear embarrassing clothes
- asking new members to wear to act as personal servants to current members
- skit nights with degrading or humiliating acts
- requiring new members to recite facts, songs or chants
- sleep deprivation
- sexual simulations

### Violence

- forced or coerced consumption of food, drink, alcohol or drugs
- beating, paddling, or other forms of physical assault
- branding
- forced ingestion of vile substances
- abduction or "kidnaps,"
- sexual assault

### State Law

- Texas Education Code, Higher Education, Hazing (Section 51.936) (<https://statutes.capitol.texas.gov/Docs/ED/htm/ED.51.htm#51936>)
- Texas Education Code, Chapter 37, Subchapter F. Hazing (<https://statutes.capitol.texas.gov/Docs/ED/htm/ED.37.htm#37148>)

### University Policies

The University of Texas Health San Antonio Hazing Policy (<https://nextcatalog.uthscsa.edu/generalinformation/institutionalpolices/hazingpolicy/>)

- **Student Organizations:** An organization commits a hazing offense if the organization condones or encourages hazing or if an officer or any combination of members, pledges or alumni of the organization commits or assists in the commission of hazing. An organization found to have violated State Law Education Code Subsection – Organization Hazing Offense 37.153 (<https://statutes.capitol.texas.gov/Docs/ED/htm/ED.37.htm#37151>), in terms of hazing will be sanctioned.
- **Individual students:** A person commits an offense if he or she engages in hazing; solicits, encourages, directs, aids or attempts to aid another in engaging in hazing; recklessly permits hazing to occur; or has first hand knowledge of the planning of a specific hazing incident involving a student in an educational institution, or first hand knowledge that a specific hazing incident has occurred, and knowingly fails to report said knowledge in writing to the Dean of Student Office or other appropriate official/office of

the institution. A complete listing of possible sanctions can be found in the Student Conduct and Discipline Policy (<https://catalog.uthscsa.edu/generalinformation/institutionalpolices/studentconductanddisciplinepolicy/>) under Regents' Rules and Regulations, Rule 50101 (<https://www.utsystem.edu/board-of-regents/rules/50101-student-conduct-and-discipline/>) and the Rules of the University of Texas Health San Antonio 14.1.1 (<https://public.powerdms.com/UTHSA/documents/1590258/>).

State law does not affect or in any way restrict the right of UT Health San Antonio to enforce its own rules against hazing, and the University may take disciplinary action for conduct that constitutes hazing regardless of whether public authorities prosecute students under state law.

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## Report Hazing

According to law, a person can commit a hazing offense not only by engaging in a hazing activity but also by soliciting, directing, encouraging, aiding, or attempting to aid another in hazing; by intentionally, knowingly, or recklessly allowing hazing to occur; or by failing to report in writing to the Chief Student Affairs Officer firsthand knowledge that a hazing incident is planned or has occurred. The fact that a person consented to or acquiesced in a hazing activity is not a defense to prosecution for hazing under the law.

In an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event to the Chief Student Affairs Officer and immunizes that person from participation in any judicial proceeding resulting from that report.

How to Report (<https://secure.ethicspoint.com/domain/media/en/gui/67623/report.html>)

**Call 911** if you or someone else is in danger.

### Anonymous Reports

Hazing can be reported anonymously through the Compliance Hotline; however, staff may not be able to complete their investigation without being able to speak to the person who made the report.

**To make an anonymous report:**

- call 210-567-2014 or
- submit an anonymous Report Online (<https://secure.ethicspoint.com/domain/media/en/gui/67623/report.html>)

### Additional Reporting Options

Chief Student Affairs Office (<https://wp.uthscsa.edu/afsa/about/>)  
210-567-7000

Compliance (<https://wp.uthscsa.edu/compliance/compliance-hotline/>)  
210-567-2014  
<http://uthscsa.edu/ReportNow>

Office of Student Life (<https://students.uthscsa.edu/student-life/>)  
210-567-2654  
Briscoe Library Room 3.094

Office of Educational Support Services & Title IX (<https://wp.uthscsa.edu/oess/title-ix/>)  
210-450-8131

ALTC B106

University Police Department (<https://utpolice.uthscsa.edu/>)  
210-567-2800, [utpolice@uthscsa.edu](mailto:utpolice@uthscsa.edu) ([utpolice@uthscsa.edu](mailto:utpolice@uthscsa.edu))  
Or visit their office.

The University of Texas at San Antonio SAfe App (<https://students.uthscsa.edu/student-life/student-organizations/>)  
<https://utpolice.uthscsa.edu/mobile-app/>

Student Organizations (<https://students.uthscsa.edu/student-life/student-organizations/>)  
210-567-2688

Report hazing by visiting the School of Deans Office, UTPD Police, Student Life, or by filling out the Crime Report Form. (<https://utpolice.uthscsa.edu/campus-security-authority-crime-report-form/crime-report-form/>)

Hazing incidents need to be reported when they occur, because there is no such thing as harmless hazing. Anyone who knows of hazing activity should report it to the Chief Student Affairs Officer. Anyone can file a report, and all reports are investigated. Important details to include in a report are:

- names of people and/or organizations involved,
- dates,
- where it happened,
- a specific description of what happened

The University's ability to investigate hazing, enforce policy, and protect students depends on accurate and specific reports. You are encouraged to provide as much specific detail as possible so that the reported behavior can be addressed.

## Reporting Considerations

### Retaliation

Retaliation is a violation of the Institutional Rules for Protection from Retaliation for Reporting Suspected Wrongdoing, found in Institutional Handbook of Operating Procedures (2.5.2) (<https://public.powerdms.com/UTHSA/documents/1590238/>). Students concerned about retaliation for reporting hazing should contact Chief Compliance and Privacy Officer (<https://wp.uthscsa.edu/afsa/about/>).

### Immunity

Students who report hazing before being contacted by the Office of the Dean of Students, who cooperate in good faith and provide complete and factual accounts may be eligible for Immunity from Institutional Discipline 14.1.1. 7(e) ([https://wp.uthscsa.edu/compliance/wp-content/uploads/sites/174/2021/06/HOP\\_14.1.1.pdf](https://wp.uthscsa.edu/compliance/wp-content/uploads/sites/174/2021/06/HOP_14.1.1.pdf)).

### Investigation Process

The Dean will conduct an investigation, determine whether to proceed with the charges, and if so, propose an appropriate sanction. For cases where there are students from different schools, the Student Affairs Deans will work collectively or separately depending on the case. Following the conduct process outlined in the Institutional Rules Governing Student Conduct and Discipline, Subchapter **14.1.1(F)** Student Conduct Investigations and Disciplinary Process (<https://public.powerdms.com/UTHSA/documents/1590258/>)

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## Prevention and Training

### Current Prevention Initiatives

UT Health San Antonio is committed to eliminating hazing through research, education, and early intervention. These initiatives represent the ongoing effort to make lasting changes through innovation. The following is a list of training programs offered by UT Health San Antonio that are designated to meet the Stop Campus Hazing Act (SCHA) training requirement and promote a safe co-curricular experience:

- New Student Organization's Risk Management & Annual Renewal Training
- New Student Organization Leadership Training
- Faculty and Staff Annual Campus Security Advisor Compliance Training
- Title IX
- Hazing Training for New Student, Staff and Faculty – *In development.*

### Risk Management Training Program

The Risk Management Training & Bystander Intervention program (<https://uthealthsa.presence.io/form/student-organization-training-sessions/>) is a state-mandated annual training required for all student organizations. The program covers health and safety topics for student organizations, including Bystander Intervention, and how to identify hazing and how to report.

### Student Organization Leadership Training

This training is to teach new student organization leaders about basic leadership skills and student organization policies and procedures. Leadership Training (<https://uthealthsa.presence.io/form/student-organization-training-sessions/>)

### Title IX Training

Everfi's higher education courses suite offers and provides primary and ongoing education and training for students and employees (faculty and staff) on the topics of sexual assault prevention, (sexual) harassment and discrimination prevention including Title IX and VAWA amendments to the Clery Act that teach students and employees (faculty and staff) to recognize and prevent sexual misconduct and harassment and promote safe work and academic environments.

Hazing can constitute Title IX violations if they involve sexual assault, harassment, or other inappropriate sexual behavior, including acts of nudity or sexual coercion, which may violate Title IX. Title IX (Student, Faculty & Staff) Training Page (<https://wp.uthscsa.edu/oess/training/tix-training/>)

### Annual Campus Security Advisor Compliance Training

Training for an official of an institution whose functions involve significant contact with students and those individuals with significant responsibility for student and campus activities, including but not limited to, student housing, student discipline and campus judicial proceedings.

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## Hazing Transparency Report

*Last Updated as of (12/23/2025)*

The Campus Hazing Transparency Report, which includes the violations that institutions begin documenting in July 2025, must be publicly available by December 23, 2025. The Campus Hazing Transparency Report must be updated at least two times a year.

Each institution must compile and publish on a prominent location of their public website a hazing transparency report that summarizes findings concerning any student organization found to be in violation of the institution's standards of conduct related to hazing. The report will include:

- The name of the student organization;
- A general description of the violation that resulted in a finding of responsibility; and
- Related dates (the date of the alleged incident, the date of the initiation of the investigation, the date the investigation ended with a finding, and the date the institution provided notice to the organization of the finding).

### Hazing Violations

In alignment with state law, and to inform students in their choice to join student groups, UT Health San Antonio publishes and distributes this report of hazing violations, and the organizations disciplined.

Information about Organization Hazing can be found in State Law Education Code, Subsection - Organization Hazing Offense (37.153) (<https://statutes.capitol.texas.gov/Docs/ED/htm/ED.37.htm#37151>)

The Jeanne Clery Disclosure of Campus Security Policy and Campus Statistics Act is the landmark federal law that requires universities across the United States to disclose information about crime on and around their campuses. Copies of the Annual Security Report can be found at <https://utpolice.uthscsa.edu/>

*There have not been any hazing incidents reported within the last three years. Updated as of (12/23/2025)*

### Hazing Violations Within the Last Three Years

None

### Hazing Violations with Discipline Completed Within the Last Three Years

None

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## Additional Support

If you think you or someone you know has been hazed or witnessed hazing, there are campus resources available to help.

### We CARE. Campus Awareness Requires Everyone

Call 567-CARE to share a concern about a Health Science Center colleague, friend or perhaps even yourself, who may need help in dealing with a difficult situation. This is a nonemergency phone number answered by the UT Health Science Center Police Department. Dispatchers will help determine whether an immediate response is needed or whether a referral for assistance (<http://care.uthscsa.edu/resources/>) is the best approach.

- **Call:** 210-567-CARE (2273), Monday – Friday, 9 a.m. – 4:30 p.m.
- **Email:** [kaulfus@uthscsa.edu](mailto:kaulfus@uthscsa.edu)

- **Visit:** Student Services Building (<https://utdirect.utexas.edu/apps/campus/buildings/nlogon/maps/UTM/SSB/>) (SSB) G1.404, Monday – Friday, 9 a.m. – 4:30 p.m.

#### **Office of the University Ombuds for Students**

The University Ombuds for Students (<https://students.uthscsa.edu/student-life/student-ombudsperson/>) provides a safe space where you can share your issues or concerns confidentially and discuss potential solutions. The Student Ombudsperson does not advocate for individuals, groups, or entities, but rather for the principles of fairness and equity.

- **Call:** 210-567-2651 (Le'Keisha Johnson) 210-567-2688 (Austin Cervantes)
- **Email:** johnsonld@uthscsa.edu , cervantesa5@uthscsa.edu

#### **Student Counseling Center**

The Student Counseling Center (<https://students.uthscsa.edu/counseling/>) provides confidential appointments to discuss issues, explain university policies, and explore options to move forward. There are no fees for services provided in the Student Counseling Center.

- **Call:** 210-567-2648, Monday – Friday, 7 a.m. – 6 p.m.
- **Email:** scc@uthscsa.edu (To schedule virtual appointment)
- **Walk-in:** Student Counseling Center (<https://students.uthscsa.edu/counseling/>) (Dental School Building) Rm 3.100R.1, Monday – Friday, 7 a.m. – 6 p.m.
- **After Hours Appointment:** The University of Texas at San Antonio students can access virtual services through TimelyCare by clicking here <https://timelycare.com/uthscsa> (<https://timelycare.com/uthscsa/>). If you are in crisis after hours you can reach by phone (210-567-2648, Press option 2)

#### **What services are provided by the Student Counseling Center and what services are provided by TimelyCare?**

##### **Student Counseling Center**

- In-person Counseling
- In-person Couples Counseling
- In-person Psychiatry
- Virtual Counseling
- Virtual Psychiatry
- In-person Faculty & Staff consultations
- Virtual Faculty & Staff Consultations
- Phone Faculty & Staff Consultations
- In-person presentations
- After hour crisis line
- Massage Chairs

##### **TimelyCare**

- Virtual Counseling
- Phone Faculty & Staff Consultations
- On-demand content library
- 24/7 mental & emotional support
- Health coaching