



GOLDEN GATE UNIVERSITY

Student Hazing Prevention and Response

September 2025

Hazing Awareness, Prevention, and Reporting:

All members of Golden Gate University (GGU) deserve an educational environment that encourages participation in the university's programs and activities without compromising their health, safety, or welfare. To support this environment, GGU members must be able to recognize hazing, know how to report concerns, and be educated about the harm that hazing can cause. For the protection of students, GGU's anti-hazing policy complies with federal and state laws that prohibit hazing in all activities in GGU organizations, including, but not limited to, GGU-affiliated organizations, clubs, committees, and academic and administrative units. This policy outlines the procedures for reporting hazing incidents and educational information about recognizing and preventing hazing.

SCOPE:

This policy prohibits all forms of hazing, consistent with the Federal Stop Campus Hazing Act (SCHA). It applies to all members of the university's student organizations, course cohorts, faculty, staff, volunteers, alumni, advisors, and individuals affiliated with the university, whether on or off campus, in sanctioned or unsanctioned settings.

As mandated by SCHA, this policy outlines how to report hazing incidents, the investigative process for hazing incidents, includes information on applicable laws on hazing, provides a statement of current policies related to hazing, and describes the prevention and awareness programs that are in place. This includes a campus hazing Transparency Report that must be developed to summarize findings or updates of student organizations found in violation of the university's standards of conduct relating to hazing, and this report must be available to all members of the university.

The university's *Student Hazing Prevention and Response* policy also follows the requirements of the Jean Clery Campus Safety Act. GGU's safety and security manual, *Street Smarts*, contains the mandated Annual Security Report, information about hazing, and reporting instructions. This manual is available for all members of the university to download from the Campus Security portal within the GGU website.

DEFINITIONS:

What is Hazing?

As defined by the Stop Campus Hazing Act:

The act defines the term hazing to mean 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 (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (e.g., a club, athletic team, fraternity, or sorority); and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the IHE or the organization, of physical or psychological injury.

Hazing includes any of the following:

- **Intimidation** – deception, assigning of demerits, silence periods with implied threats for violation, socially isolating new members, demeaning names, and expecting certain items to always be in one's possession.
- **Harassment** – verbal abuse, threats or implied threats, asking new members to wear embarrassing attire, skit nights with degrading or humiliating acts, sleep deprivation, sexual simulations
- **Violence** – Forced consumption of alcohol or drugs. Beating, paddling, or other forms of physical assault. Branding. Forced ingestion of vile substances. Water intoxication. Abduction/kidnaps. Sexual assaults.

Components of Hazing:

- **Group Context:** Associated with the process for joining and maintaining membership in a group.
- **Abusive behavior:** Activities that are potentially humiliating and degrading, with the potential to cause physical, psychological and/or emotional harm.
- **Regardless of an individual's willingness to participate:** The choice to participate may be offset by the peer pressure and coercive/power dynamics that often exist in the context of gaining membership in a group.

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Questions to ask if you are unsure of hazing:

- Am I comfortable participating in this activity?
- Would someone find participating in this activity embarrassing?
- Would I feel proud telling my faculty member/clinic director/advisor about this activity?
- Am I being asked to keep these activities a secret?
- Am I doing anything illegal?
- Does participation in this activity violate my values or those of this organization or the student code of conduct?
- Is this activity causing emotional or physical distress or stress to myself or to others?

Victim of Hazing - Any person who has willingly or unwillingly suffered hazing-related harm, injury, or mistreatment as defined by the Stop Campus Hazing Act.

Student - Anyone who has applied for or is enrolled in a GGU academic program.

University Representative – This term includes all GGU employees (i.e. administrators, faculty, staff) whether full-time or part time, as well as all University Trustees, volunteers, alums, and students. And the employees and representatives of non-GGU organizations and entities that conduct business on behalf of the University must also comply with this policy.

Campus Security Authority (CSA) – The staff of BSFA who are responsible for campus security, to include maintaining-updating the Crime Log along with other applicable security records and procedures. Here are the CSA listed below.

Mike Koperski	Director	email: mkoperski@ggu.edu
Jacob Rechin	Associate Director	email: jrechin@ggu.edu
Dzmitry Shkuryn	Materials Manager	email: dshkuryn@ggu.edu
Campbell Vaessen	Senior Operations Coordinator	email: cvaessen@ggu.edu

Student Handbook – The *Student Handbook* contains general information, policies pertaining to students, and information about support services. Among the comprehensive guidelines is the *Student Code of Conduct*. You can view this after signing in to MyGGU Portal. Then, under *University Student Services*, click on *Student Handbook* or copy this onto your web browser: <https://ggu.edu/student-policies-practices-and-procedures/>. For the Law School

Student Handbook, use this link: <https://ggu.edu/wp-content/uploads/2025/06/2022-2023-Law-School-Student-Handbook.pdf>

Employee Handbook – This handbook describes the expectations of GGU employees and outlines the policies, programs, and benefits that all employees should know. Within this comprehensive handbook, there is the Employee Conduct and Work Rules. Here is the link for the handbook: <https://my.ggu.edu/media/about-ggu/documents/policies/employee-handbook.pdf>.

LAWS & POLICIES RELATED TO HAZING:

Jean Clery Campus Safety Act – The Jean Clery Campus Safety Act was renamed in 2024 from the original name, the Jean Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. This act requires universities maintain and provide an annual security report with crime statistic data so that this information is available to its community members.

Stop Campus Hazing Act – The Stope Campus Hazing Act (SCHA) is a mandate that was passed in 2024. Specifically, the act requires each institute of higher education (IHE) to disclose hazing incidents that were reported to campus security authorities or local police agencies in its annual security report.

Matt's Law – Senate Bill 1454. This is the California anti-hazing law in honor of Matthew Carrington who was killed by hazing. It defines hazing, allows felony prosecutions when hazing results in serious injuries or death, and outlines the punishments for violations of this law.

These laws provide definitions and procedures for mandated reporting of hazing incidents. Over the years, numerous amendments have expanded the definition of hazing and the persons required to report incidents of hazing. The purpose is to protect students from invocable harm caused by hazing, both physical and psychological.

GGU Student Code of Conduct – GGU's *Student Code of Conduct* is part of the Student Handbook as a policy that defines behaviors for students or group of students that are prohibited. This document explains the rights and responsibilities of students, the reporting process for complaints or incidents, the judicial process for violations, and disciplinary measures.

The *Student Code of Conduct* is found in the online GGU Portal:

Go to *Student Services*, *Student Handbook*, *Student Policies*, and see the *Student Code of Conduct*.

Employee Handbook – This handbook describes the expectations of GGU employees and outlines the policies, programs, and benefits that all employees should know.

GENERAL GUIDELINES & RESPONSIBILITIES:

When participating in university-run or affiliated programs, GGU faculty, staff, students, volunteers, and third-party contractors must:

- Review these guidelines of this policy, the Student Code of Conduct, and the Employee Handbook prior to engaging in the planned program, event or activities. University Representatives on campus are expected to monitor student activities and are expected to maintain the standards outlined in these guidelines.
- Watch for signs of hazing and make an immediate report as required by this policy.

Before engaging in any university-run or affiliated program, be thoroughly familiar with the guidelines and requirements of this policy and complete the training videos below.

TRAINING FOR EMPLOYEES & STUDENTS:

Hazing Training Videos – From our partnership with United Educators (EU), we have provided online videos about hazing for students and employees. These videos explain the spectrum of hazing behaviors, the harm that hazing can cause, and some best practices for individuals and groups to prevent hazing before it starts.

The 20-minute videos are available through the EU learning portal website. To view the videos, please use one of the QR codes below. Complete the one-time registration for a new user account using the Branch Code: **1065-91061** to set up your password.

Student Hazing Course - [Recognize and Prevent Hazing](#).



Employee Hazing Course: [Hazing Prevention: What Campus Employees Should Know](#)

All GGU employees are required to take this mandatory yearly course to download a certificate of completion that must be emailed as an attachment to Human Resources at hr@ggu.edu.



These links are also available online through the student and employee GGU portals. After signing into the portal, scroll down to see *Quick Links* and go to *Campus Security* to see *Hazing Training Course*. The link will take you to the EU learning portal website to view the training video by registering with the Branch Code: **1065-91061** or by signing in after having registered.

REPORTING ABUSE OR SUSPICIOUS BEHAVIOR:

“If you see something, say something”. Every member of the GGU community has an obligation to immediately report instances, or suspected instances, of abuse, inappropriate behavior or neglect. And Mandated Reporters are legally required by SCHA to comply with the reporting requirements detailed herein.

WHAT TO REPORT:

Under California's Penal Code § 245.6 (Matt's Law), any initiation or pre-initiation activity for a student organization that is likely to cause serious bodily injury is considered reportable hazing. A reportable incident does not require that a student was actually hurt, only that there was a strong likelihood of injury. Hazing that results in serious bodily injury or death can be charged as a felony to be reported to the police.

Reportable acts of hazing can be physical, psychological, or sexual and include activities that are likely to cause serious bodily harm to a student such as:

- **Physical acts like beating, striking, paddling, or branding.**
- **Forced consumption of alcohol, food, drugs, or other substances.**
- **Extreme physical exertion, sleep deprivation, or exposure to the elements.**

- **Sexual assault or simulated sexual acts.**
- **Kidnapping, or forced road trips.**
- **Humiliating or degrading acts, such as wearing embarrassing clothing or performing demeaning tasks.**
- **Verbal or psychological abuse, including threats and intimidation.**
- **Forced servitude or chores for senior members.**

WHO SHOULD REPORT HAZING?

If you witness an incident or concern that needs to be reported for intervention or investigation, you (the reporter) must take the responsibility to make the following reports when you know of, or observe, or reasonably suspect that someone has been the victim of hazing. Hazing concerns must be reported by students and employees, regardless of their role or classification.

REPORTING STEPS

Report to Local Law Enforcement– The reporter shall make a verbal report immediately or as soon as practicable to the local law enforcement agency. Given the situation being reported, the law enforcement will determine the necessary actions they will take. After communicating with law enforcement, the reporter shall provide an internal report to the university. The reporting steps are as follows:

- **FIRST REPORT:** Call the San Francisco Police Department (SFPD) non-emergency number: (415) 553-0123.

For emergencies, call 911.

For dangerous situations or behavior that is life-threatening, hazardous, or is likely to cause a serious injury, call 911 immediately. If 911 has been called on campus, immediately notify the 1st floor Main Lobby Information Desk (call 415 4412-7000) to report the situation

If the incident is a non-emergency, you may choose to call the SFPD **Anonymous Tip Line:** 415 575-4444 or **Text a Tip:** Text the keyword “SFPD” followed by your messages to TIP411 (847411).

SECOND REPORT: The reporter must then make an internal report to a CSA or a University Representative.

- To report Hazing, go to ggu.edu/campus-safety/ to see the *Campus Safety & Security* page. Then click on *Reporting an Incident*. Scroll down to *Access EthicsPoint* (Ethics Point). Then choose any of the forms that are listed. On these forms, you have the option to provide an anonymous report.
- Or email: ggu.security@ggu.edu. This is a general security inbox viewed by the CSA.

To record and investigate all hazing concerns, the university requires all employees, as well as volunteers, students, and third-party contractors, to immediately report in writing (using the internal reporting methods above) any known or suspected hazing that occurs on campus, or in any off-campus university-owned or controlled property, or in conjunction with any University-related program or activity.

INVESTIGATIVE PROCESS:

Behavioral Intervention Team (BIT)– The GGU Behavioral Intervention Team (BIT) is an interdisciplinary group of university officials who view all behavior-related reports and respond to concerns about individual students and employees. The BIT addresses reports of behaviors that are seen as disruptive or of concern which may include potential and/or actual safety issues. In responding to these reports, the BIT initiates appropriate intervention and attempts to eliminate fragmented response and resolution. Reports are received from the Ethics Point forms or from the ggu.security@ggu.edu email messages.

The BIT will investigate the report to confirm whether the incident is related to hazing and follow up with the mandated resolution.

DISCIPLINARY MEASURES:

Violation of the laws may result in both criminal and civil penalties to include fines and incarceration. Violation of GGU's Student Code of Conduct may result in a probationary warning or expulsion.

RETALIATION:

To protect those who report hazing concerns or suspicious behavior, retaliatory acts against members of the University Community who make good faith reports under this policy and/or who cooperate in the investigation and handling of such reports, regardless

of whether a violation has occurred, will not be tolerated. Any member of the University community who believes that she/he is the subject of retaliation or reprisal under this policy must contact the Human Resources Department. The University will promptly investigate all reports of alleged retaliation or reprisal.

HAZING TRANSPARENCY REPORT:

Following the SCHA mandate to report each finding of hazing and updates for such findings, the university must develop a transparency report that summarizes findings concerning any student organization found to be in violation of the university standards of conduct related to hazing. This report must include any updates to the findings. This will be made available on the GGU Portal. Under *Quick Links*, go to *Campus Security* to find the *Hazing Transparency Report*.

The *Student Hazing Prevention and Response* policy is designed to protect GGU students and potential students, and to better enhance their social involvement and academic growth when participating in university programs.

Questions or comments about the policy should be directed to the Chief Human Resources Officer, the Dean of Students or to the Executive Director of Business Services, Facilities & Administration.