



ST PAUL'S COLLEGE

WITHIN THE UNIVERSITY OF SYDNEY

Hazing and Initiations Policy

The College is committed to providing an environment of safety, respect, and inclusion. Hazing harms the welcoming and collegiate atmosphere at College, carries significant risk to student well-being and is not tolerated at the College. Hazing is inconsistent with the College's values of respect and dignity for all. Students who carry out hazing practices, whether on College grounds or elsewhere, breach College rules.

Disciplinary action will be taken against any student who carries out hazing practices, whether on College grounds or elsewhere, up to and including suspension and expulsion from College. Hazing practices that constitute, for example, assault, battery, false imprisonment, or incitement are unlawful and attract civil and/or criminal penalties. Students engaging in especially serious hazing activities may be referred to relevant authorities including Police.

The College's *Hazing and Initiations Policy* should be read concurrently with other relevant College policies and applicable University rules. These include:

- The St Paul's College *Code of Conduct*
- The St Paul's College *Bullying, Harassment, and Discrimination Policy*
- The St Paul's College *Sexual Misconduct Policy*
- The University of Sydney's *Bullying, Harassment, and Discrimination Prevention Policy 2015*
- The University of Sydney's *Student Sexual Assault and Sexual Harassment Policy 2018*, and
- Other College and University policies and rules that relate to student wellbeing and safety.

Hazing: definition, scope, and consequences

Hazing is any action taken, or any situation created intentionally that causes embarrassment, harassment, or ridicule, and risks emotional and/or physical harm to members of a group or team, whether new or not, *regardless of the person's willingness to participate*.

Hazing is also any activity which a high-status member orders other members to engage in or suggests that they engage in, and in some way humbles a newcomer who lacks the power to resist, because he or she wants to gain admission into a group.

To ensure a welcoming and inclusive environment and to protect student mental, physical, and emotional health, hazing activities are prohibited *even where the subject consents or appears to consent*.

Examples of hazing

Hazing can include activities even where there is a willingness to participate or the giving of consent. So-called 'tradition' is sometimes used as an excuse for conduct that is in fact hazing and is inexcusable. Examples of practices which are hazing include:

- practices that encourage excessive alcohol consumption,
- practices that promote demeaning behaviour, including initiation practices and convenorship positions that promote demeaning behaviour,
- rituals that promote negative student hierarchies,
- practices that are rude or demeaning to other people.

If unsure if an activity is hazing, read the definition in this Policy and ask:

- Does the activity involve or risk mental distress such as humiliation or intimidation?
- Does it involve or risk physical abuse (eg sleep deprivation)?
- Would you have any reservations describing the activity to your parents, a member of College staff, a University official, or prospective employer?
- Is alcohol involved in a ritualistic or excessive way?
- Would you be worried if the activity was shown on the evening news or the front page of tomorrow's newspaper?

If the answer to any of the above is "yes", the activity is probably hazing.

College activities are not hazing where they:

- are consistent with the College stated values of respect and dignity for all and the provision of an environment of safety, respect, and inclusion,
- genuinely seek to introduce new members of College to positive aspects of College life or promote positive College community building, and
- are genuinely optional.

Reporting hazing

The College will support students who report, witness, or experience hazing. If students suspect they have been a victim of hazing or they witness hazing, they should:

- remove themselves from any instance of hazing activity immediately if possible, and
- report the incident to the Sub-Warden or Dean of Graduate House (or College Duty Officer if after hours) as soon as practicable.

The College will:

- be supportive of students who make reports about hazing,
- do all it can to stop the hazing activity and ascertain the facts of the alleged hazing activity,
- investigate the allegation in line with the College's *Code of Conduct*,
- take appropriate disciplinary action against students found to have participated in hazing practices, and
- take action to prevent future instances of hazing activity.

The College also recognises that in instances of serious hazing on campus students may also prefer to contact University Security on (02) 9351 3333 or other relevant authorities, including the Police.