**University Police Department Anti-Hazing Policy**

**Policy Statement:**

The Lincoln University Police Department (LUPD) is committed to fostering a safe, respectful, and inclusive environment for all its members. Hazing, in any form, is strictly prohibited and will not be tolerated. This policy applies to all LUPD members, including sworn officers, civilian employees, volunteers, and recruits, regardless of rank or position.

**Definition of Hazing:**

Hazing is defined as any action or activity, regardless of location, that endangers the physical or mental health or safety of a person, or which induces or coerces a person to engage in any activity that violates university policy, departmental regulations, or state or federal law. Consent of the individual being hazed is not a defense. Hazing can include, but is not limited to:

**Physical Hazing:** Assault, battery, physical beatings, branding, forced calisthenics, exposure to the elements, sleep deprivation, forced consumption of food or liquids, or any other activity that could cause physical harm.

**Psychological Hazing:** Verbal abuse, humiliation, intimidation, social isolation, exclusion from activities, threats, or any other action that could cause emotional distress or mental harm.

**Sexual Hazing:** Any unwanted or unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

**Financial Hazing:** Requiring individuals to pay for activities or items as a condition of membership or participation, beyond legitimate dues or fees.

**Cyber Hazing:** Using electronic communication (e.g., social media, email, text messaging) to harass, intimidate, or humiliate another person.

**Prohibited Conduct:**

The following actions are specifically prohibited under this policy:

 Participating in hazing: Engaging in any act of hazing, directly or indirectly.

 Planning or organizing hazing: Devising or arranging any hazing activity.

Soliciting or encouraging hazing: Requesting or urging others to participate in hazing.

 Aiding or abetting hazing: Assisting or supporting hazing in any way.

Retaliating against those who report hazing: Taking any adverse action against individuals who report hazing or participate in investigations.

Failure to report hazing: Not reporting observed or suspected hazing to the appropriate authorities.

**Reporting Procedures:**

Any member of the LUPD who experiences, witnesses, or suspects hazing is required to report it immediately. Reports can be made to any of the following:

* + - Their immediate supervisor
		- The Chief of Police or designated representative
		- The University’s Human Resources Department
		- The University’s Office of Student Conduct (if students are involved)
		- Law enforcement (if criminal activity is suspected)
		- University Compliance Officer

Reports can be made verbally or in writing. Individuals may also choose to report anonymously through the University’s confidential reporting hotline.

**Investigation and Disciplinary Actions:**

All reports of hazing will be promptly and thoroughly investigated. LUPD will cooperate fully with any university or external investigations. Disciplinary actions for those found responsible for hazing will be swift and appropriate, and may include:

* + - Verbal reprimand
		- Written reprimand
		- Suspension
		- Termination of employment
		- Criminal charges (if applicable)

**Training and Education:**

All LUPD members will receive annual training on this anti-hazing policy, including the definition of hazing, reporting procedures, and the consequences of engaging in hazing. This training will emphasize the importance of creating a respectful and inclusive environment.

**Policy Review:**

This policy will be reviewed and updated annually or as needed to ensure its effectiveness.

**Prohibited Retaliation:**

Retaliation against any individual who reports hazing or participates in an investigation is strictly prohibited and will be subject to disciplinary action.

**Confidentiality:**

The LUPD will make every effort to maintain the confidentiality of reports of hazing and investigations, to the extent possible and permitted by law.

**Good Faith Reporting:**

Individuals who report hazing in good faith will be protected from retaliation, even if the investigation does not ultimately substantiate the allegations.

This policy is designed to protect the well-being of all members of the University Police Department and to maintain the integrity and professionalism of the organization. Adherence to this policy is mandatory.