

**ALLEN COLLEGE – UNITYPOINT HEALTH  
STANDARD OPERATING PROCEDURE**

Supersedes: New


No: 2-H-100-03

Last Reviewed Date: May 2025

Required Review Date: May 2029

Administrative Unit: Administration

Approved By:

  
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Jared Seliger, PhD, CNMT  
President

**SUBJECT:** Stop Campus Hazing

**PURPOSE:** Allen College seeks to provide an environment that promotes healthy, safe and balanced lifestyles within the college community. Individual students and student organizations play a vital role in this process and provide transformative opportunities for friendship, leadership and personal growth and discovery. Hazing of any kind is contrary to these values and is illegal in Iowa; therefore, Allen College prohibits hazing activities.

**EFFECTIVE FOR:** All Allen College Students, Faculty and Staff

**POLICY:** Allen College students, faculty and staff are expected to abide by college policies and state and local laws. When behavior violates one of these tenets, students can expect the College to respond deliberately and appropriately. The Hazing policy serves as the basis for student behavior and places responsibility for abiding by this policy on the student. Consistent with the mission of the College, the disciplinary process seeks to educate students about responsibilities and appropriate behavior.

Definition of Hazing: Hazing is any intentional, knowing or reckless act committed by a person (alone or in concert with others) against another person or people (regardless of the other person's/people's willingness), that is committed in the course of an initiation into, an affiliation with or the maintenance of membership in a student organization; and causes or creates a risk of physical or psychological injury.

Examples of hazing include but are not limited to:

- 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 a 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 crime;
- Any activity that induces, causes or requires another person to perform a duty or task that is a crime.

Definition of Student Organization: An organization at an institution in which two or more of the members are students enrolled at the institution, whether or not the organization is established or recognized by the institution.

PROCEDURE:

1. Hazing is prohibited by Allen College.
2. Any solicitation to engage in hazing is prohibited.
3. Aiding and abetting another person who is engaged in hazing is prohibited.
4. It is not a defense to a violation of this policy that the hazing victim consented to or acquiesced in the hazing activity.
5. All students, faculty and staff must take reasonable measures within the scope of their individual authority to prevent violations of this policy.
6. Hazing presents a serious risk to the health and safety of the campus community. To create a community free of hazing, it is important that anyone with knowledge of hazing reports it. Students and student organizations are expected to report known or suspected hazing violations to the Dean of Enrollment Management for students and to the Executive Director of Business & Finance for employees including faculty and staff.
7. Violations of this policy by students, faculty and staff, and other employees are subject to discipline.
  - Violations of this policy or interference in an investigation under this policy by students or student organizations are subject to sanctions under the Student Code of Conduct.
  - Any College employee who knowingly permits, authorizes or condones hazing activity is subject to disciplinary action by the College.
8. Violations of this policy by students or student organizations can be reported by contacting Dr. Joanna Ramsden-Meier, Dean of Enrollment Management at (319) 226-2004 or [Joanna.Ramsden-Meier@allencollege.edu](mailto:Joanna.Ramsden-Meier@allencollege.edu).

The Dean of Enrollment Management will investigate the complaint in accordance with the Student Code of Conduct. The Student Code of Conduct shall govern all proceedings involving such a complaint. Sanctions, if appropriate, will be imposed in accordance with the Student Code of Conduct.

9. Violations of this policy by faculty, staff or other employees can be reported by contacting Denise Hanson, Executive Director of Business & Finance at (319) 226-2012

or [Denise.Hanson@allencollege.edu](mailto:Denise.Hanson@allencollege.edu) for referral to, and investigation by Human Resources.

10. Any violation involving a crime, an emergency or an imminent threat to the health or safety of any person should be reported immediately by dialing 9-1-1 to reach local law enforcement officials or (319) 240-7189 for UnityPoint Health – Allen Security.

A person who commits an act of having violation of this policy is considered a simple misdemeanor per Iowa Code 2001: Section 708-10 Hazing. A person who commits an act of hazing which causes serious bodily injury to another is guilty of a serious misdemeanor per Iowa Code 2001: Section 708-10 Hazing. This code can be found at [Iowa Code 2001: Section 708.10](#).

11. The College will report to law enforcement any complaint of hazing involving criminal conduct that creates a substantial risk to the health or safety of any person in the College community. Such reporting shall include, but not be limited to, criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations and illegal weapons possession.
12. The College strongly encourages students to report alleged instances of hazing. Therefore, students who make good faith reports of alleged hazing and who cooperate fully in the student conduct process may not be subject to sanctions for self-reported hazing or other policy violations that may be brought to light in connection with the reported incident, unless the College determines that the violation was egregious. However, the College reserves the right to follow up and address those issues with the student's cooperation as appropriate in a non-disciplinary context. Further, the College cannot guarantee that, if the misconduct is reported to local law enforcement, the police will not act against an individual for unlawful acts. To receive amnesty, students must take initiative to report and get assistance. Students who request amnesty after College staff is aware of the alleged violation or after inquiry by staff, law enforcement or others will not be eligible for amnesty.
13. Retaliation: The College prohibits retaliation against any individual for the purpose of interfering with any right or privilege secured this policy, or because the individual has made a report or complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding or process under this policy. Retaliation violations shall also be investigated and adjudicated pursuant to the definitions, procedures and appeal process in the Student Code of Conduct.
14. Prevention of hazing strategies:
  - a. Organization or team student leadership can emphasize anti-hazing values by modeling healthy community building and reiterating Allen College policies.
  - b. Student leaders can connect with professional anti-hazing experts to provide in-depth training.
  - c. Members can engage in active bystander intervention should they become aware of planned hazing – speaking up and letting others know these behaviors are not acceptable.