



Anti-Hazing Policy

This Anti-Hazing Policy was developed in May 2025 and takes effect on June 23, 2025. This policy aligns with the requirements of the Stop Campus Hazing Act, which amends the Clery Act to mandate hazing prevention policies, incident reporting, and transparency measures.

PURPOSE.....	2
SCOPE AND APPLICABILITY	2
RESPONSIBLE AUTHORITY.....	2
WHAT IS PROHIBITED BY THIS POLICY	2
DEFINITION OF TERMS.....	3
DISCLOSURES/REPORTING	4
PRIVACY	6
FALSE REPORTS	6
INTERIM MEASURES AND ACTIVITY RESTRICTIONS.....	6
STUDENT ORGANIZATIONS WITH A PARALLEL PROCESS	7
INCIDENTS THAT MAY VIOLATE ADDITIONAL POLICIES.....	7
PROCEDURES.....	7
TRAINING AND PREVENTION.....	13
CAMPUS RESOURCES	14
MAINTENANCE OF FILES AND RECORDS	14

PURPOSE

The purpose of this Anti-Hazing Policy (“Policy”) is to prohibit hazing in all forms, ensure compliance with the Stop Campus Hazing Act (SCHA) Amendments to the Clery Act, and promote a safe and respectful campus environment. Hazing undermines the integrity of student life, endangers individuals, and is inconsistent with the mission, vision, and values of BUSHNELL UNIVERSITY.

SCOPE AND APPLICABILITY

This policy applies to students, faculty, staff, administrators, trustees, recognized organizations/groups and established groups, and third parties on or off-campus (including online), including visitors, alumni, guests, and the agents, representatives, and employees of suppliers and vendors (of the “BUSHNELL UNIVERSITY Community”). Any employees alleged to be engaged in a hazing process against students will be referred to appropriate institutional policies and procedures.

BUSHNELL UNIVERSITY’s prohibition on hazing extends to all aspects of its educational programs and activities, including, but not limited to, admissions, employment, academics, athletics, and student services.

This policy was written to follow the requirements of all applicable federal and state laws. If this policy is inconsistent with those laws, or the laws change before it has been updated, state and federal law supersede this policy.

If any provision of this policy is found to be invalid, illegal, unconstitutional, or unenforceable, that finding shall not affect or undermine the validity of any other provision.

RESPONSIBLE AUTHORITY

Vice President of Student Development (or his/her designee) in the Office of Student Life is the responsible authority under this policy.

WHAT IS PROHIBITED BY THIS POLICY

Hazing (per Federal law)

The term ‘hazing’, for purposes of reporting statistics on hazing incidents is defined as 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; and

2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
3. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
4. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
5. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
6. causing, coercing, or otherwise inducing another person to perform sexual acts;
7. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
8. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
9. 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.

Hazing [per Oregon State law]:

Hazing is legally defined under ORS 163.197 as any action that endangers an individual's physical, emotional, or mental health or safety, or destroys property, for the purpose of initiation, membership, admission, or participation in a group or organization. This includes, but is not limited to, acts like whipping, beating, branding, or subjecting someone to sleep deprivation or exposure to the elements.

Retaliation:

Retaliation is not tolerated within the Bushnell campus community. Neither the University nor any person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by 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 hearing. Intimidation, threats, coercion, or discrimination, including charges against an individual for violations that do not involve hazing or harassment, but arise out of the same facts or circumstances as a report or complaint of hazing, for the purpose of interfering with any right or privilege secured by this policy, constitutes retaliation.

At the University's discretion, a complaint of retaliation as set forth above may be addressed under this policy or another pertinent University policy.

DEFINITION OF TERMS

1. *Appeal Officer:* An administrative staff member with no previous role in a complaint will review any appeals to determine outcome.

2. *Charge*: An alleged policy violation. A charge does not assume a student or organization is responsible for policy violations, and responsibility will not be determined until the conduct hearings are finished.
3. *Complainant*: an individual (or group of individuals) who is/are alleged to have been subjected to conduct that could constitute a BUSHNELL UNIVERSITY policy violation.
4. *Days*: weekdays when BUSHNELL UNIVERSITY is in normal operation.
5. *Interim Measures*: Interim measures are temporary administrative directives that are intended to ensure the safety of the university and prevent a situation from escalating while the allegations are being investigated. When the alleged actions of a student, student group, or student organization threaten the good order or safety of the BUSHNELL UNIVERSITY community, interim measures may be put into place.
6. *Party/parties*: Referring to complainant, respondent, or both/all complainant and respondent.
7. *Report*: information provided about possible misconduct and/or violations of BUSHNELL UNIVERSITY policy.
8. *Respondent*: an individual (or group of individuals) who has/have been reported to be the perpetrator of conduct that constitutes a BUSHNELL UNIVERSITY policy violation.
9. *Outcome*: a formal sanction imposed on the Respondent in response to policy violation(s).
10. *Student Organization*: an organization at BUSHNELL UNIVERSITY (such as a club, society, association, athletic team, club sports team, worship team, or student government) in which two or more of the members are students enrolled at BUSHNELL UNIVERSITY, whether or not the organization is established or recognized by BUSHNELL UNIVERSITY.
 - a. Established: a group created by BUSHNELL UNIVERSITY, which is in existence but does not have to register as a student organization (including but not limited to athletic teams, musical or theatrical ensembles, and academic or administrative units).
 - b. Recognized: an organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have registered with BUSHNELL UNIVERSITY as a student organization (such as clubs).
 - c. Unrecognized: a club or organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have not registered, have not had their registration approved, or have had their registration or recognition removed.
11. *Judicial Conduct Meeting*: a conduct meeting facilitated by a campus administrator within the division of Student Development, Office of the Vice President for Academic Affairs, or the Office of the President to evaluate responsibility for policy violations.

DISCLOSURES/REPORTING

Any person may disclose hazing to BUSHNELL UNIVERSITY in the following ways:

- a. Mail: 828 E 11th Ave, Eugene, OR 97401
- b. Telephone: 541-684-7291
- c. Electronic mail: jhubbs@bushnell.edu

- d. In person: Office of Student Life (Womack Hall) or Athletics (Morse Center)
- e. Online: Available option on Bushnell's Hazing Webpage
- f. Any other means that results in the Vice President for Student Development receiving the person's verbal or written disclosure.

The disclosing person does not need to be the harmed person and/or a Complainant.

All disclosures will be reviewed by BUSHNELL UNIVERSITY to identify if the conduct falls within this policy or other related policies.

An individual may pursue a BUSHNELL UNIVERSITY response procedure independently of any off-campus processes, such as reporting to law enforcement or pursuing other non-campus-based civil reporting options. BUSHNELL UNIVERSITY reserves the right to initiate this process even if law enforcement has declined to do so.

Confidential Disclosure Options

Several campus professionals are designated confidential resources, to whom confidentiality attaches. Confidential resources are not obligated to report information that is provided to them. This allows individuals to explore their options in a non-pressured environment while they make informed decisions. There may be exceptions in cases involving child abuse, imminent risk of serious harm, emergent hospitalization, or a court order. In addition, non-identifying information about violations of this policy may be provided to other University officials for purposes of anonymous statistical reporting under the Clery Act.

The following are on-campus confidential resources when working in the following roles:

- Counseling Center 541-349-7471 located on the first floor of the Siefke Hall.
- Jennifer Little, Campus Minister for Student Formation, Pastoral Support via Office of Student Life 541-684-7345 located on the first floor of Womack Hall.
- Sarah Halstead, Counselor & Coordinator for Wellness via Office of Student Life 541-684-7201 located on the first floor of Womack Hall.

An individual who is not prepared to make a report or formal complaint, or who may be unsure how to label what happened, but still seeks information and support, is strongly encouraged to contact a confidential resource.

Anonymous Reporting

BUSHNELL UNIVERSITY is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, BUSHNELL UNIVERSITY 's ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.

PRIVACY

The University will not disclose the identity of any individual involved in a disclosure, report, or resolution process under this policy, consistent with and except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

FALSE REPORTS

BUSHNELL UNIVERSITY will not tolerate intentional false reporting of incidents. It is a violation of BUSHNELL UNIVERSITY policies to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws. A person will be referred to the appropriate campus process if found to have intentionally made a false report or knowingly submitted falsified materials. Students will be referred to the Office of Student Conduct and employees to Human Resources.

INTERIM MEASURES AND ACTIVITY RESTRICTIONS

If the Vice President for Student Development, or designee, determines that the operations of the Organization and/or the presence of the Respondents creates a clear and substantial risk to persons or property at BUSHNELL UNIVERSITY, they may issue an interim suspension or activity restriction at any point of the process from when a complaint is filed to when the case is resolved. Ordinarily, a case involving an interim suspension will be expedited to resolution as quickly as possible.

The Vice President for Student Development, or designee, may also restrict or modify the activities (i.e.: access to buildings, participation in activities) of the Respondent at any point from when a report is received to when the matter is resolved. Activity restrictions also may be kept in place after an outcome is determined.

Interim suspensions and activity restrictions are operative immediately upon receipt of the notice by the Respondent.

A Complainant always has the right to seek a restraining order or similar no-contact or protective order from the police. Contact the Eugene Police Department (541-682-5111) or the City Prosecutor's Office/Victims' Advocate (541-682-8432) for assistance in obtaining protective orders. BUSHNELL UNIVERSITY will enforce all protective and restraining orders regardless of who issues them.

Enforcement of these orders will begin upon notification and receipt of documentation of their existence. Should either party wish to cooperate with local law enforcement in a criminal investigation, they may do

so under the guidance of the appropriate legal authority(ies) without fear of penalty by BUSHNELL UNIVERSITY for violating the no contact directive issued by BUSHNELL UNIVERSITY.

STUDENT ORGANIZATIONS WITH A PARALLEL PROCESS

BUSHNELL UNIVERSITY recognizes that some organizations have parallel accountability within their organization. Student organizations that become aware of a behavior that may also require BUSHNELL UNIVERSITY responses must act in collaboration with BUSHNELL UNIVERSITY to address the behavior.

Student organizations may not investigate complaints without support and guidance from their BUSHNELL UNIVERSITY advisor (faculty or staff) when an incident requires investigations to be conducted by staff that are trained to manage complaints of a sensitive nature (e.g.: discrimination, academic misconduct, behavior grounded in mental health issues, illegal drug use, minor violations of the law).

Student organizations can/should address minor incidents within chapter processes (e.g.: not meeting membership obligations (meetings, dues/fees, participation, attitude, grades, etc.), conflicts between members, irresponsible or unbecoming behavior, integrity issues, etc.).

Student Organizations may not impede BUSHNELL UNIVERSITY investigations, including by withholding information.

INCIDENTS THAT MAY VIOLATE ADDITIONAL POLICIES

In certain cases, conduct by an individual or group respondent may violate other policies. In those cases, Vice President for Student Development, or designee, will select which office or individual has primary responsibility over a matter and how that individual will engage with other responsible offices. Examples include a hazing incident that also includes sexual and interpersonal violence or harassment, which may involve Title IX, Student Handbook policies, Residential Life policies, and violations of the Acceptable Use Policy. Matters may be consolidated and investigated/adjudicated together at the discretion of BUSHNELL UNIVERSITY.

PROCEDURES

Investigation

Responding parties will be notified about the investigation in writing via BUSHNELL UNIVERSITY email. In circumstances where the Respondent is an Organization, BUSHNELL UNIVERSITY will notify the listed President and Vice President or lead officers. If no officers are identified, then the documented roster of members will be notified.

Notifications will include the following:

1. Investigation: the allegations against them, the Complainant if applicable, the date(s) of the alleged violation(s), and information about the investigative process. In some cases, a general

inquiry will occur before a formal investigation is initiated. BUSHNELL UNIVERSITY is not obligated to notify parties if general inquiries to gather additional information are occurring.

2. Judicial Conduct Meeting(s): alleged policy violations, the date(s) of the alleged violation(s), and the date, time, place of the meeting.
3. Outcomes: finding of charges, rationale for finding(s), and the right of appeal.

Investigations will be prompt and impartial. BUSHNELL UNIVERSITY will generally not stop or pause on-campus investigations when law enforcement is engaged. BUSHNELL UNIVERSITY may work with law enforcement to coordinate timelines and interviews. If a student wants to report to local police, then BUSHNELL UNIVERSITY will assist the student with this process, as requested.

Following the completion of the initial investigation, the parties will be invited to review the initial investigative evidence. The parties will then be given the opportunity to submit additional questions, clarification, and/or more information. If additional information is submitted, the investigator will conduct follow-up interviews with relevant participants and finalize the investigative documents.

Upon receipt of the investigative documents, a policy analysis will be conducted with the investigator, and the Vice President for Student Development, or designee. The analysis will examine the statements and determine if there is sufficient evidence to initiate a resolution process; if there is not sufficient evidence, no charges will be issued.

The Vice President for Student Development, or designee, will issue an Investigation Outcome letter to both parties. Charges will be included in the letter, if applicable. The letter will also outline other resolutions options, if applicable.

Resolution Processes

Accepting Responsibility Resolution

In some cases, when charged, Respondents may accept responsibility for violating University policy in a written notice to the Vice President for Student Development. This option will be provided in the charge notice to the Respondent, if applicable. The Vice President for Student Development will determine appropriate outcomes without requiring a meeting with the Respondent.

If a Respondent's conduct records have similar violations, then an outcome may be issued based on the totality of the Respondent's conduct history.

Agreement-Based Resolution

The agreement-based resolution process is designed to resolve complaints under this policy without taking formal action against a Respondent and to reach a mutually agreeable resolution to the complaint. All parties have the option to pursue an agreement-based resolution process, and it may be initiated any time prior to reaching a determination regarding responsibility. All parties must agree to participate in the agreement-based resolution process. The Vice President for Student Development will determine if agreement-based resolution is appropriate for matters in which BUSHNELL UNIVERSITY initiated the resolution process. Agreement-based resolution is not an option when a complaint involves serious harm or egregious misconduct against an individual.

If agreement-based efforts are unsuccessful, the investigative resolution process may be initiated. Any party has the right to end the resolution process and begin the investigative process at any time prior to an agreed-upon resolution. BUSHNELL UNIVERSITY reserves the right to determine a situation is not eligible for an agreement-based resolution process and eliminate this grievance process option.

As part of the agreement-based resolution process, BUSHNELL UNIVERSITY official facilitating the agreement-based resolution process may:

- Resolve the complaint through the implementation of remedies when there is sufficient information about the nature and scope of the conduct to support such a response.
- Institute other potential remedies including targeted or broad-based educational programming or training.

Hearing Resolution

If a Respondent does not accept responsibility for the charges against them and/or a case is referred for a final determination, a Decision Maker will be appointed to review the case and determine responsibility for the alleged policy violations. The following process will be utilized during a hearing meeting.

1. The parties will be given the opportunity to review any material being reviewed.
2. The parties may refuse to answer questions or abstain from attending the meeting. If a party chooses not to answer questions and/or attend the meeting, then the Decision Maker will make a decision without the input of the party and determine an outcome based on the information available to them.

A hearing meeting may be suspended and continued later if there is a reasonable likelihood that pertinent information exists but is not available at the time of the hearing. The case may also be referred to the investigator if, during a hearing meeting, it is determined that the case needs to be reviewed for further investigation.

As applicable, parties will be permitted to listen to statements made by the other party, including witnesses. This will be coordinated either by allowing the parties to be in the same room together or having them in separate rooms listening to the meeting via technological resources.

Following the conduct hearing, the Decision Maker will prepare a written statement explaining their findings and rationale. The Respondent is notified in writing, via email, of the outcome.

Resolution Timeline

BUSHNELL UNIVERSITY will endeavor to have an investigation completed within 60 days of notice of investigation being issued, depending upon the number and availability of witnesses, the academic calendar, and other factors.

Respondents should anticipate a resolution, if applicable, within 90 days of the notice of investigation being issued and a written determination regarding responsibility, if applicable, within 10 days of the hearing meeting. BUSHNELL UNIVERSITY may extend the resolution process for reasonable

circumstances and will provide this information to the parties in writing. Any party may request a one-time extension of the process of up to five days which shall be generally granted, if reasonable.

Every effort will be made to resolve allegations of policy violations during the academic year in which they occur; however, if alleged cases of misconduct occur too late to be resolved during the semester, all or part of the conduct process may be resumed during the following semester unless arrangements can be made for all participants to be available at an earlier date.

Sanctions

BUSHNELL UNIVERSITY is committed to a progressive learning-based system of outcomes during a resolution process and utilizes a range of outcomes and interventions that will support education and growth. The goal is to develop outcomes that are appropriate for each individual or organization to empower them to take responsibility for their actions and role in the community.

The range of potential outcomes include:

- **Community Restitution/Service to the Community:** repayment to the community through service projects or shadowing a department on campus that was impacted by student behavior.
- **Educational/Health Interventions:** requirement for a student to complete a consultation appointment with a medical professional or licensed counselor to assess risks to personal health due to substance use and/or abuse.
- **Expulsion:** permanent separation from BUSHNELL UNIVERSITY. Students that are expelled will not receive reimbursement for their semester bill. Parents/Guardians of students who have been expelled may be notified.
- **Learning-Based Intervention:** outcomes that encourage self-reflection and enable the individual and/ or organization to evaluate decision making and impact on their community.
- **Loss of Housing Privileges:** this includes the opportunity to select and/or live in specific housing on-campus or the ability to reside in residential spaces.
- **Loss of Privileges:** for organizations, it is typically a denial of the right to host social gatherings and engage in other activities for a specified period of time. For individuals, it might include residence hall relocation, restrictions on being in designated areas of campus, and loss of other privileges.
- **Parental/Guardian Notification:** BUSHNELL UNIVERSITY reserves the right to notify parents or legal guardians of dependent students under the age of 21 for any violations of BUSHNELL UNIVERSITY policy that endanger the health and well-being of a student or other individuals in the community, in cases where other conduct modification approaches have not been successful, or when the conduct is sufficiently severe.
- **Probation:** a specified period of time during which a student or organization's conduct is expected to be exemplary. Any additional violations of the STUDENT HANDBOOK by a student or organization on probation will result in more severe outcomes, including possible suspension or expulsion. Individual students and organizations are subject to the loss of privileges while on probation.

- **Recognition Revocation:** student organizations may have their recognition revoked by BUSHNELL UNIVERSITY for a stated period of time and/or until a stated condition(s) is met. Organizations that lose recognition may have to vacate housing, office, or other BUSHNELL UNIVERSITY space. Any damage to the space during the “move-out” period will be billed to students affiliated with the organization.
- **Restitution:** repayment for financial loss to an individual or BUSHNELL UNIVERSITY.
- **Suspension:** removal from BUSHNELL UNIVERSITY for a stated period of time and/or until a stated condition(s) is met. Students under suspension are not permitted on campus without written permission from the Vice President for Student Development, or designee, or to participate in any BUSHNELL UNIVERSITY activity. Students that are suspended will not receive a BUSHNELL UNIVERSITY reimbursement for their semester bill. Readmission to BUSHNELL UNIVERSITY following the end of the period of suspension is contingent upon demonstrating to the Vice President for Student Development that measures have been taken to correct the problems that resulted in the suspension. BUSHNELL UNIVERSITY may impose restrictions on individuals or organizations as conditions of their reinstatement. Parents/Guardians of students who have been suspended may be notified.
- **Warnings:** an official letter of warning placed in the file of a student or organization responsible for a violation.

Sanctions for Employees

When an employee is found to have violated this policy, appropriate corrective actions may be implemented pursuant to the Employee or Faculty Handbook.

Consequences for Alumni, Consultants, and Other Volunteers

When alumni, consultants or volunteers violate this policy, BUSHNELL UNIVERSITY reserves the right to take appropriate action to address the individual’s conduct and that of the organization or group.

Appeals

Both parties have the right to appeal. The appeal is not meant to re-hear or reargue the same case and is limited to the standards below. Written appeals must meet at least one of the following standards:

- A procedural (or substantive) error occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.);
- To consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or outcome. A summary of this new evidence and its potential impact must be included.
- Outcomes imposed are grossly disproportionate to the violation(s) committed.

Parties may not appeal under the following circumstances:

- Non-attendance at meetings;
- Dissatisfaction with a decision and/or outcome.

Appeals must be submitted in writing to the Vice President for Student Development, or designee. The written appeal must state the specific grounds for the appeal and be received within five (5) days from the date of the final determination outcome letter.

Appeals will typically be heard by a Vice President or President of the University. A different appeal officer may be appointed in extenuating circumstances. An in-person meeting with the Appellant or other parties will occur only at the discretion of the person reviewing the appeal. The decision of the appeal officer is final.

All outcomes imposed by the original Decision Maker will be in effect during an appeal. A request may be made to the Appeal Officer, or designee, to delay implementation of the outcomes until the appeal is decided, but the presumptive stance of the institution is that the outcomes will go into effect immediately.

Graduation, study abroad, internships/ externships, etc. do not in and of themselves constitute exigent circumstances, and parties may not be able to participate in those activities during their appeal. In cases where the appeal results in reinstatement to BUSHNELL UNIVERSITY or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Failure to Comply with Outcomes

Students that fail to comply and/or complete the assigned outcomes may be charged and an additional judicial conduct meeting will be held. A hold may be placed on the student record until the incomplete sanction and/or failure to comply case is resolved.

In circumstances where a student organization fails to comply with outcomes, the organization may be charged and an additional judicial conduct meeting will be held. A hold may be placed on the organizational record until the incomplete sanction and/or failure to comply case is resolved. The hold may impact the ability to receive funding, housing status, or participation in BUSHNELL UNIVERSITY recognized events.

FEDERAL/STATE REPORTING REQUIREMENTS

Campus Hazing Transparency Reports (“CHTR”)

Beginning July 1, 2025, BUSHNELL UNIVERSITY will publish in a prominent location on the public website information with respect to hazing incidents where there has been a finding of responsibility against registered or established groups/organizations. This report will be updated at least twice per year if there are additional findings of responsibility to document.

The CHTR will be publicly available on the BUSHNELL UNIVERSITY webpage.

It will include, at a minimum:

- the period from when the Report was last published and ending on the date it is being republished;
- each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including;
- Name of the organization;
- Dates of incidents
- Information and description of the violation

The CHTR may include any additional information determined by the BUSHNELL UNIVERSITY as necessary or reported as required by State law. The CHTR will not include Personally Identifiable Information in the report.

Clery Act and Annual Security Report

The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that the BUSHNELL UNIVERSITY report the number of incidents of certain crimes that occur within particular geographic locations (Clery geography). Beginning with the 2026 Annual Security Report, the BUSHNELL UNIVERSITY must also include hazing incidents reported to have occurred within Clery geography. The first calendar year that will include hazing statistics is 2025. The Clery Act also requires the BUSHNELL UNIVERSITY to issue a warning to the community in certain circumstances.

In the statistical disclosures and warnings to the community, BUSHNELL UNIVERSITY will ensure that a Complainant's name and other identifying information is not disclosed.

The Vice President for Student Development will refer information to the CLERY Official, when appropriate, for a determination about Clery-related actions, such as disclosing crime statistics or sending campus notifications.

TRAINING AND PREVENTION

In alignment with the prevention and awareness program requirements of the Stop Campus Hazing Act, BUSHNELL UNIVERSITY maintains a commitment to not only address incidents of hazing that occur, but also to educate our campus community about hazing and healthy alternatives to prevent this type of harm.

Our training program is provided annually to all students and employees.

Learning outcomes include:

- Define hazing and identify behaviors that constitute hazing under institutional policy and applicable laws.
- Recognize the physical, emotional, psychological, and consequences of hazing for individuals, groups, and organizations.

- Distinguish between tradition, team building, and hazing, and explain why hazing is harmful and unacceptable.
- Describe the ethical and legal responsibilities of individuals and groups in preventing and reporting hazing.
- Identify healthy, inclusive alternatives to hazing that promote belonging, trust, and group cohesion.
- Demonstrate knowledge of institutional resources and reporting mechanisms available for those affected by or aware of hazing.
- Apply prevention strategies to foster a culture of respect, accountability, and positive group development.

Training is provided by the Office of Student Life. To learn more, please contact studentlife@bushnell.edu.

All students, faculty, and staff must complete anti-hazing training upon joining the institution and annually thereafter.

BUSHNELL UNIVERSITY will provide ongoing education campaigns, including workshops, speaker events, and social media campaigns throughout the academic year to reinforce anti-hazing policies and encourage a culture of safety.

CAMPUS RESOURCES

1. Office of Student Life & Conduct: 541-684-7345 (Womack Hall)
2. Campus Security: 541-517-5197 (Burke Griffeth Hall)
3. Title IX/Compliance Office: 541-684-7291 (Womack Hall)
4. Counseling and Psychological Services: 541-349-7471 (Siefke Hall)
5. Office of Student Activities/ASBU/Intramurals: 541-684-7250 (Womack Hall)
6. Department/Office of Athletics: 541-684-7247 (Morse Center)
7. Local Law Enforcement/Eugene Police Department: 541-682-5111

MAINTENANCE OF FILES AND RECORDS

The files of individuals (or any student organization) found responsible for violation of the BUSHNELL UNIVERSITY Anti-Hazing Policy will normally be retained as a conduct record in the Student Life Conduct Office. Records maintained to comply with the Clery Act (including the Stop Campus Hazing Act) will be retained for the time period consistent with Clery Act records.

This policy shall be reviewed annually by the Office of the Vice President for Student Development to ensure compliance with applicable federal and state laws and university standards.