

Hazing Report

University of the Incarnate Word

Per Texas State law, the University of the Incarnate Word is required to publish a report on an annual basis, updated as necessary, that documents all reports and investigations of hazing that have occurred in the previous three years. The information included below is a summary of all reports and investigations conducted by UIW, compiled by the Office of Student Conduct and Community Standards (SCCS).

Any personally recognizable information regarding specific students has been removed in the summarization process to protect student identities as required by the Family Educational Rights and Privacy Act, as amended (FERPA).

For all imposed sanctions, those marked in **bold and red** are still outstanding and/or in effect for the organization in question.

Incident Date: November 6, 2019

Organization: Delta Beta Chi (SCCS Case# 20190226)

Summary of Allegation:

- Reports of behaviors during the new member education period, including intimidation, social ostracization, and bullying

Date Investigation Commenced: November 13, 2019

Date Investigation Concluded: December 9, 2019

Date of Hearing Decision: January 15, 2020

Findings:

- Responsible for violating UIW Hazing Policy (Student Handbook - Section 14)

Imposed Sanctions:

- **Organizational Suspension** – Suspension of organization from all operations and affiliation with UIW **through May 31, 2020**.
- **Organizational Probation** – Upon return of organization from suspended status, organization will be on probation **through May 31, 2022**.
- **Restitution** – Refund of all dues to Fall 2019 new member class.
- **Revision of Organizational Documents** – Revision of Chapter Constitution, Mission Statement, and Organizational Chart.
- **New Member Education Plan** – Creation of a new document outlining the new member education process, including training plan for all members who will be participating in the new member education process.
- **Handbook for New Member Education Process** – Creation of a new document outlining the new member education process for potential new members to understand the new member education process.
- **Active Member Education Plan** – Creation of an organizational plan, including timeline(s) of how information and trainings will be disseminated to active members throughout their experience with the organization.
- **Required Organizational Meeting/Training** – Meeting with Directors of Campus Engagement and Student Conduct and Community Standards to review hazing policy and organizational expectations.

Updated: February 14, 2020

- **Creation of Officer Transition Process** – Creation of a formalized transition process for all executive officers of the organization.
 - **Creation of New Member Experience Survey** – Creation of a survey for all Greek Life new members, to be administered by Campus Engagement after each new member period.
 - **Ongoing Supervision of New Member Education Process** – Semesterly review of new member process, including any proposed changes.
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Incident Date: May 23, 2019

Organization: Criminal Justice Association (SCCS Case# 20180565)

Summary of Allegation:

- General assertion of hazing/bullying, no specific details given.

Date Investigation Commenced: May 28, 2019

Date Investigation Concluded: June 10, 2019

Findings:

- Behaviors were not hazing. Dispute was caused by poor communication and expectation setting by members.

Imposed Sanctions:

- Mediation between members of organization facilitated by SCCS.
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Incident Date: March 5, 2019

Organization: Delta Beta Chi (SCCS Case# 20180493)

Summary of Allegation:

- Reports of inappropriate behavior during the new member education and initiation periods, including forced consumption of foods/liquids, including consumption of alcohol;
- Reports of activities during the new member education period that had the potential to induce emotional distress, including blindfolding of members.

Date Investigation Commenced: March 18, 2019

Date Investigation Concluded: April 4, 2019

Findings:

- Responsible for violating UIW Hazing Policy (Student Handbook – Section 14)

Imposed Sanctions:

- **Organizational Deferred Suspension** – Effective through May 31, 2020 (**OVERRIDEN BY CASE# 20190226**)
 - **Hazing Prevention Week Programming** – Required to present a campaign/program to take place during Hazing Prevention Week, September 23-27, 2019.
 - **Campus Life Presentation** – Meeting with Directors of Campus Engagement and Student Conduct and Community Standards to review hazing policy and organizational expectations.
 - **Hazing Policy and Training Material Review** – Review and submission of the organization’s hazing policy and hazing training materials used during the new member education process to the Office of Campus Engagement.
 - **Chapter Constitution and New Member Education Plan Review** – Review and submission of the organization’s updated constitution and detailed outline of initiation plan to the Office of Campus Engagement.
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Incident Date: March 5, 2019
Organization: Alpha Sigma Alpha (SCCS Case# 20180492)

Summary of Allegation:

- Report of hazing of new members by potential “big sisters”
- Comments made by older members that they had been hazed in the past

Date Investigation Commenced: March 7, 2019

Date Investigation Concluded: April 2, 2019

Findings:

- Not Responsible for violating UIW Hazing Policy (Student Handbook - Section 14)

Imposed Sanctions:

- **Campus Life Presentation** -Meeting with Directors of Campus Engagement and Student Conduct and Community Standards to review hazing policy and organizational expectations.
 - **Hazing Policy and Training Material Review** - Review and submission of the organization’s hazing policy and hazing training materials used during the new member education process to the Office of Campus Engagement.
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Incident Date: September 18, 2018
Organization: Alpha Sigma Tau (SCCS Case# 20180417)

Summary of Allegation:

- General assertion of hazing.

Date Investigation Commenced: February 8, 2019

Date Investigation Concluded: March 18, 2019

Findings:

- Behaviors were not hazing. Dispute was caused by poor communication and expectation setting by members.

Imposed Sanctions:

- Mediation between members of organization facilitated by Campus Engagement.