

# Hazing Report

## *University of the Incarnate Word*

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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 organizations disciplined for hazing or convicted for hazing on or off the campus of the institution during the preceding three years. The information included below is a summary of all reports and investigations conducted by UIW, compiled by the Office of Student Advocacy and Accountability (OSAA).

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.

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**Incident Date:** November 6, 2019

**Organization:** Delta Beta Chi (OSAA 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**.
  - *NOTE: Due to failure to complete sanctions, organization remains on Suspension until sanctions are completed.*
- **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 Advocacy and Accountability to review hazing policy and organizational expectations.
  - **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:** March 5, 2019

**Organization:** Delta Beta Chi (OSAA 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 (Overridden 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 Advocacy and Accountability 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.