



Hazing Awareness and Prevention

Registered student clubs and organizations exist at Palmer College of Chiropractic (College) under the assumption that their activities and programs contribute to the educational, civic and social development of the students involved.

Therefore, a student club or organization that engages in hazing is contrary and detrimental to the purpose of the College, the education and personal development of its students, and thus, has no place within the College and is strictly prohibited.

RATIONALE

Palmer College of Chiropractic is committed to providing a safe educational and work environment for all members of the College community. Therefore, hazing is strictly prohibited and will not be tolerated by any student club, its student officers, student members, or any individual or organization in association with the student club and/or affiliated with the College.

Further, the Stop Campus Hazing Act (SCHA), enacted on December 23, 2024, amends the Clery Act to prioritize the prevention of and transparency about hazing incidents at colleges and universities.

SCOPE

This Hazing policy (Policy) applies to the entire College community, which is defined as including the Main Campus (Palmer College Foundation, d/b/a Palmer College of Chiropractic) and Florida Campus (Palmer College Foundation, Inc., d/b/a Palmer College of Chiropractic Florida) and any other person(s), groups, or organizations affiliated with any Palmer campus.

JURISDICTION

This Policy and associated rules, processes and procedures applies to conduct that occurs on College premises or at College-sponsored or College-related activities or service functions on or off College

premises or at non-College activities on or off College premises that adversely affects the College, members of the College community and/or the pursuit of its objectives.

ANTI-HAZING STATE LAWS

1. [Iowa Hazing Law](#)
2. [Florida Hazing Statute](#)

DEFINITIONS

For the purposes of this Policy, the following terms shall have the meanings specified below:

1. The term **“College”** refers to Palmer College of Chiropractic, including operations on the Main Campus and Florida Campus.
2. The term **“College premises”** includes all land, buildings, facilities and other property in the possession of, owned, used or controlled by the College including adjacent streets, alleys, sidewalks and parking lots.
3. The term **“hazing”** refers to a reckless or intentional act that is an explicit or implicit condition for initiation to, admission into, affiliation with, or continued membership in a group or organization. This includes any activity, whether it is presented as optional or required.
 - a. Hazing is a broad term encompassing any action or activity, which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties; and/or which demeans, degrades or disgraces any person regardless of locations, intent or consent of participants.
 - b. Hazing includes any mental or physical requirement, request or obligation placed upon any person (pledge, new member, associate member, member, affiliate, guest), which could cause discomfort, pain, fright, disgrace, humiliation, embarrassment, injury or which is personally degrading or which violates any federal, state, local statute or college policy or rule. Any activity described in the definition of this Policy upon which the initiation, or admission into, or affiliation with, or continued membership in an organization is directly or indirectly conditional, shall be presumed to be "forced" activity.

PROHIBITED CONDUCT AND ACTIVITIES

The College strictly prohibits individually or collectively authorizing, forcing, requiring, directing, coordinating, pressuring, encouraging, endorsing, observing, supporting, tolerating, causing, coercing, or otherwise inducing any form of hazing whether real or simulated and regardless of a person's willingness. Examples include, but are not limited to, any conduct or activity that:

1. Causes or creates a risk of physical or psychological harm or injury above the reasonable risk encountered in the course of participation in the College's programs/activities or the organization.
2. Involves physical abuse in any form or quantity:
 - a. Pushing, shoving, punching, whipping, beating, striking, tackling, electronic shocking, paddling or any other physical abuse,
 - b. Forced consumption of food, liquids, alcohol or other substances in any form or quantity; or providing such alcohol or other substance,
 - c. Unauthorized or illegal use of drugs or alcohol in any form or quantity,
 - d. Throwing anything (garbage, water, paint, etc.) at an individual,
 - e. Forced or required calisthenics (sit-ups, push-ups, burpees, squats, runs, etc.);
 - f. Branding or tattooing,
 - g. Nudity or exposure to the elements at any time,
 - h. Sleep deprivation (less than six consecutive hours of sleep each night),
 - i. Scheduling or conducting activities during unreasonable hours (between 12:00 midnight and 7:00am) or awakening individuals during these hours.
3. Involves psychological abuse in any form or quantity.
 - a. Any activity or conduct that places another person in reasonable fear of bodily harm through the use of threatening words or conduct,
 - b. Conducting activities designed to deceive or convince individuals that they will not be initiated, maintained, or will be hurt,
 - c. Humiliating, embarrassing, disgracing or degrading individuals in any way,
 - d. Yelling, screaming or calling individuals demeaning names,
 - e. Not permitting individuals to speak for extended periods of time and/or forced exclusion from social contact,
 - f. Confinement to a small space,
 - g. Servitude of any nature (food runs, personal errands, academic work, etc.).
4. Prevents any person from practicing personal hygiene.
5. Interferes with an individual's educational pursuits.
 - a. Conducting activities which do not allow adequate time for study, class attendance, preparation, study time, etc.

- b. Performing academic work for others or otherwise engaging in or assisting others in committing academic misconduct.
6. Involves theft, defacement or destruction of private or public property.
7. Involves public or private stunts, pranks, buffoonery, conspicuous or distasteful public displays, greetings or other similar activities.
- a. Unauthorized scavenger hunts, treasure hunts, quests, road trips, paddle hunts, big brother/little brother hunts, big sister/little sister hunts,
 - b. Unauthorized activities which involve compelling an individual or group of individuals to remain at a certain location or transporting anyone anywhere (road trips, kidnaps, sneaks, drops, etc.),
 - c. Stealing, relocating or displacing composites, trophies, mascots, etc.,
 - d. Carrying of any items (paddles, bricks, rocks, pocket change, dog collars, signature books, etc.),
 - e. Unauthorized line-ups of any nature,
 - f. Requiring individuals to walk or march in formation of any kind,
 - g. Publicly wearing apparel which is conspicuous and not normally in good taste (uniforms, head apparel, boots/shoes, etc.).
8. Violates or involves activity against another person that violates local, State, Tribal, Federal law or College policy.

CONSENT NOT A DEFENSE

Consent to hazing is never a defense to a violation of this Policy.

REPORTING HAZING

1. Reporting Hazing Misconduct to the College

The College encourages any member of the College community who is impacted by or has witnessed or has become aware of suspected activities in violation of this policy to immediately report such misconduct to the Office of Compliance through the following options:

- a. Contact the Office of Compliance via telephone, email or in person:

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Senior Director for Compliance
1000 Brady Street
Davenport, IA 52803

563-884-5476
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Lori Larsen, BA
Compliance Specialist
1000 Brady Street
Davenport, IA 52803
563-884-5246
lori.larsen@palmer.edu

- b. Online at: [Hazing Complaint Form](#)
- c. Through Lighthouse, the College's confidential third-party online reporting service at: [Lighthouse Reporting](#)

2. Reporting Hazing to Law Enforcement Authorities

A Complainant may pursue criminal action for incidents of hazing misconduct that may also be crimes. Not all hazing misconduct is criminal behavior. Law enforcement authorities can assist a Complainant in determining whether conduct experienced was criminal in nature. The definition in this policy differs from criminal law. The Complainant may seek resolution under this policy; pursue criminal action; or choose to pursue both.

3. Clery Act Crime Reporting Obligations

- a. Under the Clery Act, crimes occurring on College premises must be reported to College Security. Such reports may remain anonymous.
- b. The College is obligated to report crime statistics in its Annual Security Report and provide those statistics to the United States Department of Education. In such cases, all personally identifiable information is kept confidential.
- c. This report provides the community with information regarding the extent and nature of crime on College premises and in the vicinity.
- d. The information reported under this policy is defined by the SCHA. For purposes of reporting statistics on unlawful hazing incidents:
 - 1) A "student organization" is an organization in which two or more of the members are students enrolled at the College, whether or not the organization is established or recognized by the College.
 - 2) "Unlawful hazing" includes 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 of physical or psychological injury above the reasonable risk encountered in the course of participation in the institution of higher education or the organization.

4. *Transparency Reporting Obligations*

In accordance with the SCHA, the College is obligated to publish detailed information about violations of this Policy on its website including:

- a. the name of the student organization;
- b. a description of the violation;
- c. whether the violation involved the abuse or illegal use of alcohol or drugs;
- d. date(s) of the incident;
- e. investigation start and end dates;
- f. the date the student organization received notice of the finding; and
- g. any sanctions placed on the student organization.

COLLEGE RESPONSE

The College may have a legal and/or ethical obligation to respond to reports and complaints of hazing. In its sole discretion, the College may initiate or take through a resolution process any report or complaint initially brought by another. Responses may include but are not limited to follow-up, informal resolution, formal investigation, established procedures as outlined in appropriate resolution process handbooks, and/or supportive or interim measures. The type of College response to any Complaint is determined by applicable law, institutional policy and College Administration.

INVESTIGATION PROCEDURES

The College, in its sole discretion, may determine a complaint or report of suspected hazing requires an investigation.

1. No one other than the College appointed investigator(s) will be allowed to conduct an investigation on behalf of the College.
2. The investigation shall be a neutral, fact-finding process.
3. The investigators shall conduct an equitable investigation that is thorough, impartial and fair.
4. It shall not be the investigators' role to determine the responsibility, if any, of any respondents.
5. The investigators will produce a written report that contains the relevant information and facts revealed during the investigation. Such report shall be the property of the College.

INTERIM MEASURES

The College may impose any appropriate measures on an interim basis where it concludes that such action is needed to protect the health, safety or welfare of members of the College community, to facilitate an effective investigation or to avoid disruption to the work/educational environment. Such measures may include student suspension or employee administrative leave pending the outcome of an investigation.

NOTIFICATIONS

In all cases of alleged violations of this Policy, alumni and national/international headquarters of the organization may be notified.

DISCIPLINARY ACTION

1. *Students and/or Student Organizations*

Violations of this Policy may result in the filing of a charge of misconduct under the Student Code of Ethics as described in the Student Handbook. Any member of the College community may file charges against any student organization or club, its student officers and student members who may be found collectively and/or individually responsible for misconduct when such misconduct is authorized, encouraged, directed, tolerated, supported by or committed on behalf of the organization or club.

Any student organization found to be in violation of this Policy is subject to disciplinary action including suspension or permanent loss of recognition as a student organization as set forth in the Student Code of Ethics as published in the Student Handbook.

Sanctions up to, and including, suspension or dismissal from the College may be imposed upon students found to have violated the Student Code of Ethics. The Student Code of Ethics may be found in its entirety in the Student Handbook.

2. *Employees*

Employees involved in alleged acts of hazing and/or who knew of or should have known of these activities may also face disciplinary action up to and including termination.

HAZING AWARENESS AND PREVENTION PROGRAM

1. *Annual Awareness and Prevention Training*

Palmer College students and employees are required to complete annual training on the Clery Act which includes hazing awareness, prevention, intervention and the College's Hazing Policy.

2. *New Student Training*

Hazing awareness and prevention training is required for all new students prior to matriculation into the College.

3. *Student Leader and Club Advisor Hazing Awareness and Prevention Training*

The College requires specialized annual training regarding hazing awareness and prevention for all students that hold leadership positions in any of the College's clubs and/or organizations and their advisors.

4. *Hazing Awareness and Prevention Campaigns*

Each trimester, information regarding hazing, prevention and bystander intervention is provided to the College community during a campus-wide event such as the Experience Palmer event that is open to all students and employees.

5. *Hazing Awareness and Prevention Webpage*

The College has created a dedicated webpage to hazing awareness and prevention that can be accessed at: <https://www.palmer.edu/about-us/office-of-compliance/hazing-awareness-and-prevention/>

6. *Hazing Prevention Week*

The College participates in the national Hazing Prevention Week that takes place every September by providing programming around hazing prevention, education and awareness for students and employees.

ADVISOR, OFFICER, AND MEMBER RESPONSIBILITIES

1. It is the responsibility of each student club or organization, its advisors, officers and members to be aware of and comply with all College policies, rules and procedures.
2. Any advisor, officer or member of a student club or organization who witnesses or becomes aware of hazing activities has a responsibility to report and disclose the factual and descriptive information including, but not limited to, identity of persons involved, dates, times, actions taken if any and other relevant information to the College's administration and/or the individuals listed below under, "Contacts".

3. The officers and advisor(s) or a student club or organization are responsible for informing its members (pledges, new members, associate members, affiliates, guests) of this Policy. This Policy will be read by the president or designee at the first meeting of the student club or organization each academic term.
4. All student clubs and organizations that require an initiation process for membership must complete a [Hazing Acknowledgement Form](#). This Form must be submitted during the first (1st) week of the academic term to the Office of Student Services to certify acknowledgement of and compliance with this Policy.
5. All student clubs and organizations that require an initiation process for membership must complete and submit a “Members’ Information” form to the Office of Student Services 30 days prior to start of each academic term. The Office of Student Services is to be promptly notified, in writing, of any changes in membership information. Membership information is to be accurate and current at all times.
6. The president or designee must be in attendance at all new member functions.
7. The advisor or designee must be in attendance at all new member functions.
8. The president and advisor must approve all activities planned for new members.

STANDARD INSTITUTIONAL POLICY PROVISIONS

Institutional policies are supplemented by provisions that are applicable to all institutional policies. It is the responsibility of all employees and students to know and comply with these standards.

- > [Standard Provisions Applicable to All Institutional Policies](#)

Additional Information

ASSOCIATED POLICIES, PROCESSES AND/OR PROCEDURES

This Policy is supplemented below. It is the responsibility of all employees and students to know and comply with policies and procedures as supplemented.

POLICIES

- > [Campus Violence](#)

PROCESSES, PROCEDURES AND/OR REPORTS

- > [Annual Security and Fire Safety Report](#)
- > [Hazing Transparency Report](#)
- > [Student Code of Ethics](#)
- > [Report a Complaint](#)

FORMS/INSTRUCTIONS

Completion of this Form is required for all student clubs and organizations that require an initiation process for membership.

- > [Hazing Acknowledgement Form](#)
- > [Hazing Awareness and Prevention Webpage](#)

OTHER RELATED INFORMATION

- > [Hazing Law \(FL\)](#)
- > [Hazing Law \(IA\)](#)

CONTACTS

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Security

- > [Campus Security](#)

MAIN CAMPUS, DAVENPORT, IA.

- > Office phone: (563) 884-5555
- > Brian Sharkey
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FLORIDA CAMPUS, PORT ORANGE, FLA.

- > United American Security: (386) 763-2777
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HISTORY

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Responsible Officer: Dan Weinert, M.S., D.C., Ph.D.
Provost

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