

# ANTI-HAZING POLICY

## Purpose

This policy defines the requirements for providing a safe and secure environment for students at Adtalem Global Education Inc.'s ("Adtalem's") institutions of higher education.

Adtalem institutions prohibit hazing (as defined below) committed against students as part of their education programs or activities.

Adtalem reserves the right to make changes to this policy as necessary, and once those changes are posted online, they are in effect. If laws, regulations, or court decisions change requirements in a way that affects this policy, the policy will be construed to comply with the most recent laws, regulations or court decisions.

## Policy

No colleague, consultant, alumnus, volunteer, or student organization shall permit the hazing of a student. Nor shall any student, student organization, colleague, consultant, alumnus, or volunteer participate in the hazing of a student, including when the hazing involves coerced consumption of alcohol or drugs, or of abuse resulting in serious physical harm to the student.

## Procedure for reporting hazing

A student that has experienced or witnessed hazing is strongly encouraged to notify an administrator as soon as possible after the incident. Students have the option to notify law enforcement directly or be assisted in doing so.

Employees, consultants, alumnae, volunteers, and student organizations who have witnessed hazing of a student are required to notify an administrator as soon as possible after the incident. Depending on the nature of the incident, it may be appropriate for the administrator to notify law enforcement.

Students and colleagues can make anonymous reports of instances of hazing through [speakupadtalem.com](https://speakupadtalem.com), by calling 1.800.461.9330 or text 1.773.904.1074. The information you provide will be sent to Adtalem. Your confidential report will be reviewed, investigated, and acted upon to the best of our ability. If you provide an email address you will also receive email notifications as the report status is updated. Please provide as much detail as you can. An Adtalem colleague will be able to communicate with you anonymously through asynchronous chat in this system. We will not tolerate your being treated differently for reporting an issue, cooperating in an investigation, or filing an administrative complaint with any federal, or state governmental agency.

## Investigation and Processing of Complaints

Adtalem will investigate complaints that a student has been subject to hazing. A complaint against a student for hazing will be addressed under the Student Code of Conduct policy and processes of the Adtalem institution at which the student is enrolled. A complaint against a colleague for hazing will be referred to Human Resources and addressed under the appropriate Colleague conduct policies and procedures. Sanctions may be imposed upon any student found to have violated the Anti-Hazing Policy or other policies incorporated within the Student Code of Conduct. Please refer to the Professional Conduct Sanctions/Student Code of Conduct Sanctions.

## Hazing awareness and prevention programs

Adtalem's primary hazing prevention and awareness programming will include a comprehensive education platform available and recommended for viewing by all students and colleagues, as well as student-facing vendors if necessary and appropriate. Access to the primary hazing prevention and awareness programming will be ongoing throughout the participant's relationship with Adtalem institutions. Members of the community are encouraged to visit this resource regularly for personal, professional, and academic purposes.

## Definitions

**Hazing:** The term "hazing", means 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— (I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and (II) 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— (aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity; (bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity; (cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances; (dd) causing, coercing, or otherwise inducing another person to perform sexual acts; (ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; (ff) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and (gg) 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.

**Student Organization-** The term 'student organization means an organization at an Adtalem institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

## Local, State and Tribal Laws on Hazing

Applicable local, State, and Tribal laws on hazing can be found [here](#).

## Resources & Tools

"Stop Campus Hazing Act"- Public Law 118-173 118th Congress

Chamberlain: Anti-Hazing Course & Acknowledgement