



President’s
Policy Statement
University Policy Library

Operational Area	Student Affairs
Responsible Executive	Associate Vice President/Dean of Students
Responsible Office	The Office of the Dean of Students
Effective	July 1, 2025

Anti-Hazing Policy

Student Affairs

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I. INTRODUCTION

A. Authority:

1. C.R.S. § 23-54-102, et seq. (2025) authorizes the Trustees of Metropolitan State University of Denver (“MSU Denver” or “University”) to establish rules and regulations to govern and operate the University and its programs. The Trustees retain authority to approve, interpret, and administer policies pertaining to University governance. The Trustees authorize the President of MSU Denver to approve, administer, and interpret policies pertaining to University operations.

B. Overview:

1. Metropolitan State University of Denver prohibits hazing as defined in this policy. The University will investigate and respond to all reports of hazing as outlined in this policy.
2. This policy is to comply with [H.R. 5646 Stop Campus Hazing Act](#) signed by President Biden on December 23, 2024, and is to be adopted July 1, 2025.

C. Scope:

1. MSU Denver holds students accountable for their behavior both on and off-campus and addresses violations of the current MSU Denver Student Code of Conduct Policy. This policy applies to hazing involving two or more people from the University community, regardless of whether it occurs at sanctioned or non-sanctioned events. This policy applies to student organizations,



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groups, and individuals from matriculation to commencement, including academic breaks.

II. POLICY STATEMENT

- A. MSU Denver is committed to fostering a safe and respectful campus environment that aligns with our institutional values of community, access, diversity, respect, and excellence. The University believes that true human development occurs in an atmosphere that promotes social and ethical responsibility.
- B. MSU Denver acknowledges the diverse array of groups and organizations with various purposes and affiliation processes. The University supports traditions within organizations that align with MSU Denver's core values. Hazing is antithetical to our institutional mission and has no place at MSU Denver.
- C. The University recognizes that some student organizations or groups may belong to national oversight organizations that hold members accountable to additional expectations and standards. MSU Denver may partner with these external affiliates to address hazing allegations and will communicate with them as appropriate as determined by MSU Denver.
 - a) To help all community members make informed choices about joining organizations and groups, MSU Denver maintains a summary of all student organization misconduct. This resource is updated regularly and includes the previous seven years of conduct history for organizations. This report can be found on the MSU Denver website at [Incident Report Form](#).

III. PROCEDURAL PROCESSES

A. Outcomes and Consequences:

- 1. Hazing is a serious violation of MSU Denver's Student Code of Conduct and is subject to sanctions, including reprimand or warning, probation, suspension, or expulsion. Additional educational requirements may also be imposed. Organizations or groups may face consequences in accordance with their governing bodies or national affiliates. The University reserves the right to act independently of these entities.
- 2. Hazing may also violate local, state, or federal laws. Legal consequences can include criminal charges, such as assault or civil lawsuits. Criminal penalties



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may be pursued in addition to University sanctions. Any behavior addressed by the institution may occur concurrently with any legal or non-legal proceedings as outlined in the current MSU Denver Student Code of Conduct Policy as determined by The Office of the Dean of Students and/or Human Resources.

B. Reporting:

1. Duty to Report:

- All employees of the University who supervise or support students or student organizations are required to report allegations of hazing. This obligation includes reporting observed or reported incidents. Graduate assistants and student employees must report hazing violations encountered in the course of their duties when those duties involve student safety or supervision.

2. Filing a Report:

- Reports of hazing can be filed electronically via the incident reporting form and sent to the Office of the Dean of Students (DOS). [Incident Report Form](#)

3. Where to Report:

- Walk-in or mail:

Office of the Dean of Students
Metropolitan State University of Denver
Tivoli Student Union Rm. 343
Denver, Colorado 80217
Phone: 303-615-0220
Email: deanofstudents@msudenver.edu

- Anonymous reports are accepted; however, the ability to investigate such reports may be limited.

C. Rights of the Reporting Party:

- To encourage reporting, individuals who report hazing will not face disciplinary action for their own drug or alcohol use during the hazing incident. Additionally, reporting will be considered a mitigating factor if the reporting party is found to have violated hazing policies themselves.



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D. Investigation Process:

1. The Office of the Dean of Students will review all hazing reports and investigate as appropriate. The investigation may involve other University offices, such as Human Resources, Office of Equal Opportunity/Title IX, or Campus Safety. Interim measures, such as the suspension of group activities, may be implemented during investigations. Investigations will be conducted in a timely manner, consistent with the MSU Denver Student Code of Conduct.

E. Community Education:

1. MSU Denver is committed to educating all community members about hazing prevention. All students, employees, and volunteers may complete hazing education. Recognized student organizations must also provide mandatory training for students, volunteers and participants who interact with students.
2. Failure to complete required training may result in restrictions on participation in University activities, organizations, and groups. Continued noncompliance may result in disciplinary actions.

F. Further Guidance:

1. Noncompliance with this policy will be addressed through the appropriate University disciplinary process. Sanctions may include termination of employment or volunteer positions.

IV. DEFINITIONS

A. Hazing:

1. As defined in Colorado Revised Statutes, hazing is: In Colorado, hazing is defined as any activity that recklessly endangers the health or safety of an individual or creates a risk of bodily harm as part of initiation, admission, or affiliation with a student organization. This includes forced physical activity, excessive consumption of substances, or deprivation of basic needs like sleep, food, or drink.
2. Hazing is a form of power-based violence. Hazing can occur with power differentials in all types of relationships, regardless of membership status, including initiates, individuals seeking reinstatement, current members, or students with inactive status. Hazing often involves exerting control or



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influence over another person. What constitutes hazing requires a situational response and analysis.

3. MSU Denver further defines hazing to include:

- a. Any action or situation which recklessly or intentionally endangers the mental, emotional, or physical health or safety of a student for initiation, admission, or affiliation with any student organization or group, regardless of the person's consent to participate.
- b. Brutality of a physical nature, including but not limited to paddling, whipping, beating, branding, forced calisthenics, or exposure to the elements.
- c. Coerced consumption, including but not limited to food, alcohol, drugs, or any other substance that subjects the student to an unreasonable risk of harm.
- d. Acts intended to cause mental stress, such as sleep deprivation, forced exclusion from social contact, transportation or abandonment, confinement to a small space, or forced conduct designed to shame or humiliate.
- e. Coerced activities that violate local, state, or federal laws, University policies, or personal safety.

B. Members of the University Community:

1. Faculty and staff responsible for student organizations, along with organizations and groups, are considered members of the University community under this policy.

C. Organizations and Groups:

1. Organization: A registered student organization (e.g., clubs, club sports, fraternities, or sororities).
2. Group: An informal or non-registered group affiliated with the University (e.g., athletic teams, performance ensembles, or academic/administrative student groups).



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V. RELATED INFORMATION

- A. [MSU Denver Student Code of Conduct Policy 2024-2025](#)
- B. [MSU Denver Prohibition of Discrimination, Harassment, Sexual Misconduct, Title IX Violations and Retaliation Policy](#)
- C. [Incident Report Form](#)
- D. [C.R.S. 18-9-124 Concerning Hazing Penalties](#)
- E. [State Reference for Hazing](#)
- F. [MSU Denver Hazing Prevention Resource Page](#)

VI. POLICY HISTORY

- A. **Effective:** July 1, 2025
- B. **Enacted:** July 1, 2025
- C. **Review:** This policy was developed in Spring 2025, and this is its inaugural iteration. Proposed revisions to this policy should be reviewed by:
 - a. Associate Vice President/Dean of Students
 - b. Chief Human Resources Officer
 - c. General Counsel
 - d. Associate Dean of Students – Student Conduct
 - e. Executive Director, Equal Opportunity & Title IX Coordinator
 - f. Chief of Auraria Campus Police Department
 - g. The Student Advocacy Council (TSAC)
 - h. Faculty Senate
 - i. Staff Senate



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VII. POLICY APPROVAL

A handwritten signature in blue ink, appearing to read "Janine Davidson", is written over a horizontal line.

Janine Davidson, Ph.D.
President, Metropolitan State University of Denver

N/A
Chair, Board of Trustees, Metropolitan State University of Denver