

SOUTHWESTERN

LAW SCHOOL Los Angeles, CA

Anti-Hazing Policy

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Related policies: Code of Student Professionalism and Conduct; Student Honor Code; Honor Code Committee Policies and Procedures; Student Bar Association and Recognized Student Organizations Policy; Faculty Manual; Adjunct Faculty Manual; Employee Handbook; Policy to Prevent Discrimination, Harassment, and Retaliation

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A. Purpose, Scope, and Policy Statement

This policy reflects Southwestern Law School's commitment to fostering a professional, respectful, safe, and inclusive educational environment for all students free from hazing. Hazing, in any form, is incompatible with our values and professional expectations and is strictly prohibited. This policy applies to all students, student organizations, honors programs, journals, clinics, and any other student groups affiliated with Southwestern. This policy complies with the federal Stop Campus Hazing Act and California state law.

Southwestern strictly prohibits hazing in any form. As a professional school preparing future attorneys, we maintain the highest ethical standards. No student, student organization, faculty or staff member, or individual affiliated with the law school may engage in, direct, encourage, facilitate, or condone hazing. Individuals subject to the reporting requirements in Section E must report known or suspected hazing.

B. Definitions

1. Hazing

Hazing is 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 the other person or persons to participate, that:

- Is committed in the course of an initiation into, affiliation with, or the maintenance of membership in, a student organization; and
- Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution or organization, of physical or psychological injury, or creates substantial risk of harm, degradation, or humiliation unrelated to legitimate educational objectives.

The following is a non-exhaustive list of hazing examples:

- Physical activities: Excessive physical training or endurance tests; forced consumption of alcohol, food, or other substances; sleep deprivation; exposure to extreme weather conditions; causing, coercing, or otherwise inducing another person to perform sexual acts; any activity that places another person in reasonable fear of bodily harm through the use of threatening conduct.
- Psychological activities: Verbal abuse, intimidation, or degradation; public humiliation or embarrassment; isolation from peers or

normal activities; mandatory disclosure of personal information; any activity that places another person in reasonable fear of bodily harm through the use of threatening words.

- Dangerous activities: Any activity that poses a risk of physical harm; coercing participation in illegal activities; activities involving weapons or dangerous objects.
- Degrading activities: Forced performance of menial, silly, or degrading tasks; activities designed to humiliate or demean.

No policy can address all possible activities or situations that may constitute hazing or identify all groups that may be involved in hazing activities. Whether a particular activity constitutes hazing will depend on the circumstances and context in which it occurs, in light of the above framework.

In California, criminal prosecution for certain types of hazing incidents is possible. A person can be charged with a misdemeanor or a felony, depending on the seriousness of any injuries. In addition to a conviction and possible incarceration, fines may be assessed. See California Penal Code Section 245.6.

California also provides for civil liability for hazing activities under certain circumstances. See California Education Code Section 66308.

2. Student organization

A student organization is defined as an organization at Southwestern in which two or more of the members are students enrolled at Southwestern, whether or not the organization is established or recognized by Southwestern.

C. Prohibited Conduct

All forms of hazing are strictly prohibited at Southwestern, including but not limited to:

- Requiring participation in activities that pose a risk of physical harm (e.g., pressuring someone to consume large quantities of alcohol in a short time period, excessive physical exercise, or dangerous stunts);
- Demanding actions that demean, humiliate, or subject others to undue psychological stress (e.g., verbal abuse, public embarrassment, or forced personal disclosures);
- Coercing participation in illegal or unethical behavior as a condition of membership;

- Sleep deprivation or forced isolation from normal activities; and
- Activities that interfere with academic performance or class attendance.

Consent is not a defense to hazing violations. A person's willingness to participate in hazing activities does not excuse the conduct or reduce the severity of potential consequences.

D. Awareness and Prevention

Southwestern implements research-informed, campus-wide hazing prevention and awareness programs to educate students, staff, and faculty and prevent hazing before it occurs.

1. General education

The Student Affairs Office will provide anti-hazing education annually to all students by providing at least the following:

- A clear definition of hazing and examples of conduct that constitute hazing;
- Information on reporting options and procedures;
- Available support services and resources;
- Consequences of hazing violations; and
- Bystander intervention strategies.

2. Leadership training

At the SBA Leadership Boot Camp, the Student Affairs Office will present basic concepts of hazing and inform student leaders about the mandatory training module they must complete.

3. Faculty and staff education

Southwestern will provide anti-hazing education to faculty and staff, including recognition of warning signs, reporting obligations, and support resources.

These programs are designed as primary prevention strategies intended to stop hazing before it happens by equipping our community with the skills and knowledge to recognize, avoid, and intervene in potential hazing situations. These programs will reinforce knowledge of this policy.

E. Reporting Procedures

All faculty, staff, and student leaders must report known or suspected hazing to the Student Services Office or Campus Security as soon as reasonably practicable, and ordinarily within 24 hours of learning of the alleged conduct. Students are

encouraged to report suspected hazing incidents to the same offices. Reports will be handled promptly, with respect for confidentiality and protection against retaliation. Upon learning of information reasonably indicating that hazing has resulted in serious bodily injury or death, Southwestern will promptly notify appropriate law enforcement.

A student who, in good faith, reports being the victim of, or a witness to, an incident of hazing will not face disciplinary action under this policy for misconduct related to the incident. This amnesty does not apply to a student who reports their own commission of hazing or assistance in committing hazing.

Individuals who prefer to report anonymously may do so through the following methods: (i) leaving an anonymous voicemail at 213-738-5730 or (ii) submitting an anonymous written report to the Student Services Office or Campus Security. While anonymous reports may limit Southwestern's ability to follow up or investigate fully, all reports will be reviewed and handled promptly.

Individuals may also choose to report hazing directly to local law enforcement at any time, and Southwestern will cooperate with any criminal investigation.

F. Support Services

Students affected by hazing have access to:

- Confidential counseling services through the Student Affairs Office;
- Academic accommodations and support as needed;
- Referrals to external counseling and support resources;
- Protection from retaliation through the process; and
- Assistance in navigating the reporting and investigation process.

G. Investigation Process

The Student Services Office will coordinate any investigations under this policy. Southwestern may coordinate investigations with law enforcement while conducting its own institutional review. Investigations will be conducted as outlined in the Code of Student Professionalism and Conduct (Conduct Code) or the Honor Code Committee Policies and Procedures if there is a potential Student Honor Code violation or a potential serious Conduct Code violation. During investigations, appropriate interim measures may be implemented to ensure safety and prevent further harm (e.g., temporary suspension of a student organization's activities during the investigation, adjusting or restricting a student's participation in nonacademic activities and programs, etc.). The findings will be communicated to all relevant parties in accordance with applicable privacy laws and Southwestern policies.

H. Consequences for Violations

1. Students

Individuals or organizations found responsible for hazing may face the following sanctions:

- Suspension or expulsion of individuals from Southwestern;
- Revocation of recognition or funding for student organizations;
- Referral to law enforcement for criminal prosecution, where applicable; and
- Mandatory participation in educational programming.

Other potential disciplinary measures are outlined in the Conduct Code and Student Honor Code.

2. Employees

Staff and adjunct faculty found to have violated this policy, including by participating in hazing or failing to comply with applicable reporting obligations under Section E, may be subject to disciplinary action, up to and including termination of employment. With respect to full-time faculty found to have violated this policy, the matter will be addressed in accordance with this policy and the applicable policies and procedures in the Faculty Manual.

I. Reports

In compliance with federal law, starting in December 2025, Southwestern will publish a Hazing Transparency Report on its website's Campus Safety & Security page. In any year with no hazing violations, the report will note that no incidents occurred. This report will include, for each student organization found responsible for a hazing violation, the name of the organization; a general description of the violation (including whether it involved the abuse of alcohol or drugs), the institutional findings, and any sanctions imposed on the organization; and the dates of the incident, the start of the investigation, the conclusion of the investigation, and the notice of findings to the organization. This report will only apply to student organizations established or recognized by Southwestern. Updates will occur twice a year, typically in June and December. Each update will remain available for at least five years. The website posting will also provide a link to Southwestern's Annual Security Report (which contains campus hazing statistics) and this policy.

In addition, Southwestern's hazing statistics will be included in its Annual Security Report (ASR). The ASR statistics will reflect reports of hazing incidents that occur on Southwestern's Clery geography (i.e., on-campus, in on-campus student housing, and adjacent public property) committed by any student organization. The ASR includes data for crimes occurring on our Clery geography for the three most recent calendar years, including fire incidents, dating and domestic violence crimes, arrests, and disciplinary referrals.

J. No Retaliation

Retaliation against those who report hazing or participate in investigations is strictly prohibited and will result in separate disciplinary action.

K. Policy Revisions

Southwestern expressly reserves the right to change or modify any aspect of this policy and the related protocols at any time, with or without prior notice.