



**New Jersey Institute of Technology
University Policies**

Effective Date: 6/1/2025

Sponsoring Functional Areas: Vice President for Student Affairs and Dean of Students

Title: Hazing Policy (INTERIM)

Hazing is antithetical to the mission of New Jersey Institute of Technology (NJIT) and is not tolerated. It is contrary to the academic and personal development of students, an affront to the student's dignity, and a violation of New Jersey state law. NJIT student groups (e.g. registered student organizations, intramural, club and varsity athletic teams, and other recognized student groups) and individual students are prohibited from hazing. Hazing is prohibited in any form both on campus and off campus.

1. Definition of Hazing:

No student shall take action, create, or participate in any situation, whether formally or informally, that recklessly endangers another person's psychological, mental, or physical health for the purpose of initiation to and/or affiliation with any organization, group, team, club, or cohort in accordance with university policies, or in violation local, [state](#) or [federal](#) laws. For the purposes of this policy, hazing includes observation of hazing activities by individuals in a position to intervene but who fail to intervene, including organization officers/leaders who are aware of planned hazing activities and who condone and/or fail to prevent that hazing from occurring, regardless of their participation.

Examples of hazing include but are not limited to forced consumption of alcohol, drugs, food, liquids, or undesirable substances; branding; paddling; beating; sexual rituals; and forced participation in criminal activity or activity that violates the Code of Student Conduct. Behavior falling into these categories shall be considered hazing regardless of the consent of the participant(s).

2. Reporting Hazing

Any person having knowledge of any activity or conduct which may constitute hazing can report their concerns to the Office of the Dean of Students or NJIT Public Safety.

- Office of the Dean of Students
Central King Building, L-71
(973) 596-3466
dos@njit.edu
<https://www.njit.edu/dos/reporting>
- NJIT Public Safety
(973) 596-3111
154 Summit Street

Organization Reporting: Student organization/team members and officers/captains should report any hazing incidents that occur within their organization to the Office of the Dean of Students, providing a detailed description of the events that have transpired, the names of any individuals



involved, and a description of any actions taken by the organization. Anonymous reporting is available online at: <https://www.njit.edu/dos/reporting>.

Employee Reporting Responsibilities: Certain employees are designated as “campus security authorities (CSAs)” meaning they have “significant responsibility for students or campus activities.” CSAs are required to report any allegation of hazing involving NJIT students to the Office of the Dean of Students. By way of example, the following university employees required to report allegations of hazing include, but are not limited to:

- Division of Student Affairs
- Athletics
- Title IX Coordinator
- Office of Global Initiatives
- Office of Graduate Studies
- Office of Educational Opportunity
- Office of Student Persistence
- Office of Student Transition
- NJIT Public Safety

3. Amnesty

NJIT encourages students to report allegations of hazing and participate truthfully, and in good faith, during the course of an investigation but recognizes that students may be hesitant to make a report. Students will not be charged with other University policy violations that are brought to light in the course of the investigation that arose out of, or were committed as a direct result of, the hazing incident(s) under investigation (i.e. students forced to consume alcohol as part of a hazing incident will not be charged with violations of the Code of Student Conduct).

4. Confidentiality

All reports of hazing will be handled with the utmost sensitivity and discretion. NJIT is committed to protecting the privacy of individuals involved in hazing investigations to the fullest extent possible, consistent with the need to investigate and address the report. Information shared during the investigation and adjudication process will be kept private, and only disclosed to individuals who have a legitimate need to know in order to carry out their responsibilities as outlined in the Code of Student Conduct and local, state, and federal law. All meetings/hearings within the adjudication process are closed to the public.

5. Grievance Procedures

Upon receiving the report, the Office of the Dean of Students will investigate as described in this policy and the organization president and advisor/coach will be notified. The investigation and adjudication will proceed related to the alleged violations by the individual(s) implicated in the report, unless evidence discovered in the investigation indicates the incident to have been sanctioned by the organization. If the alleged violations appear to have been sanctioned by a student organization, a follow-up investigation into the organization’s role may be undertaken. If the student organization is affiliated with a national organization, the national headquarters will be notified.



6. Investigation of Allegations and Charges

Upon receiving a report of alleged hazing, the Office of the Dean of Students will assign the case to an independent investigator(s). Investigators and Hearing Officers may be trained NJIT employees or external professionals. As part of the investigation, NJIT will:

- a. Make contact (if possible) with the individual(s) reporting the allegations of hazing;
- b. Make contact with the individual(s) alleged to have perpetrated the hazing. If the conduct is organizational in nature, the investigator will contact the advisor and president of the organization under investigation;
- c. Conduct interviews with all parties, including victims, the accused student(s) and any witnesses. The investigator may, at their discretion, recommend interim action (as described in the Code of Student Conduct) to the Hearing Officer at any point during the investigation;
- d. The investigator may, at their discretion, require students, or a select group of students (i.e. all new members of an organization) to participate in an investigatory meeting at a predetermined time and location and may exercise discretion regarding the communication of students during the investigation process, including but not limited to restriction on the use of any electronic devices during the investigation process.
- e. The investigator will provide a comprehensive written investigative report to the Hearing Officer.

7. Investigation of Allegations and Charges

Adjudication shall be conducted pursuant to the Code of Student Conduct.

- a. Upon receipt of the investigative report, the Hearing Officer, or their designee, reviews the information provided and determines the appropriate course of action. This includes, but is not limited to administratively filing the report, or meeting with the individual(s) or organizations identified in the report. Depending on the nature of the complaint and circumstances involved, policy violations may be addressed by way of an Administrative Conference.
 - i. Individual(s) or organizations charged with violations of the Code of Student Conduct are advised to prepare for their meeting by reviewing the student rights and the guiding principles which are outlined in the Code of Student Conduct.
- b. An Administrative Conference is a meeting scheduled with the Hearing Officer and the Respondent, an individual(s) or organization charged with an alleged policy violation, to provide the Respondent with an opportunity to present information about the reported incident.
- c. Upon completion of the Administrative Conference, the Hearing Officer will determine findings of responsibility based on the preponderance of the evidence standard. Outcome letters are sent via university email and include the finding, a rationale statement, assigned sanctions (if the student or organization is/are found responsible) and information on the appeals process.
- d. If a Respondent is found responsible for violating university policy, they are able to dispute the finding through an appeal. Information on the appeals process can be found in the Code Student of Conduct.



- i. If a Respondent is found responsible and assigned separable level sanctions (i.e. suspension or expulsion), the Respondent is eligible for a Student Conduct Board Hearing. Information on Student Conduct Board Hearings can be found in the Code of Student Conduct.
- ii. The outcome of an appeal is the final determination in the case, and is sent to the Respondent via university email. Failure to retrieve the outcome letter will not change the decision or delay the implementation of any sanction(s) listed in the letter.
- e. If the Respondent is found responsible and does not complete all required sanctions, a hold will be placed on their account by the Office of the Dean of Students (DOS). Any student(s) with a DOS hold will not be permitted to register, add/drop classes, request transcripts, and/or receive their diploma. Student organizations found responsible that do not complete all required sanctions will be charged with additional Code of Student Conduct violations.

8. Investigation of Allegations and Charges

NJIT will, on a case-by-case basis, determine whether any violations of this policy are individual or organizational in nature. In determining whether or not a violation is organizational in nature, NJIT will consider the following:

- a. How many members were present when the alleged violation occurred or had specific knowledge of the alleged violation?
 - i. What knowledge the appropriate officers and/or advisors had of the alleged violation?
 - ii. What action the appropriate officers and/or advisors took in addressing/preventing the alleged violation?
 - iii. Were members acting in concert, or did the individual's membership in the organization serve as an impetus for the alleged violation?
 - iv. Did the violation arise out of an organization sponsored, financed or endorsed event?
 - v. Is there a pattern of individual violations that have occurred without proper action by the organization?

9. Sanctions

Sanctions for violations of this policy shall be administered by the Office of the Dean of Students.

- a. Student organizations subject to NJIT jurisdiction and individual students found responsible for violations of this policy shall be sanctioned in accordance with the Code of Student Conduct. For student organizations, sanctions may include, but are not limited to, revocation of University recognition or denial of application for registration, loss of University privileges such as the ability to host social events, to formally meet on campus and to use campus facilities, or to represent NJIT.
- b. Sanctions imposed by NJIT for violations of this policy may be in addition to any penalty imposed for violation of the criminal laws of the state of New Jersey of and for violation of any NJIT policies.
- c. For student organizations or groups that are formally associated with NJIT (i.e. athletic teams, performing arts groups, or any other groups supported or sponsored by NJIT that are



not required to register as student organizations), sanctioning for violations of this policy shall be determined by the Vice President of Student Affairs or designee in consultation with the department chair/director or designee of the unit that sponsors/supports the student organization or group.

10. Retaliation

It is a violation of this policy to retaliate or take adverse action towards any person for reporting an alleged violation of this policy or for cooperating with a University investigation related to this policy. Retaliation includes, but is not limited to, verbal or implied threats, physical or psychological abuse, intimidation, harassment (verbal or written), isolation, or any other action intended to create a hostile environment for the intended target of the retaliation.