



CARROLL
UNIVERSITY

HAZING TRANSPARENCY

REPORT 2025



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Carroll University values honesty and transparency as part of our University Ethos. As part of the Stop Campus Hazing Act, signed in December of 2024, the bill requires Colleges and Universities to disclose hazing incidents that were reported to campus security authorities (CSAs) or local police and safety agencies.

The bill defines the term hazing to mean any intentional, knowing, or reckless act committed by a person against a student (regardless of that student's willingness to participate), that

- Is connected with an initiation into, an affiliation with, or the maintenance of membership in, an organization (e.g., a club, athletic team, fraternity, or sorority); and
- Causes or is likely to contribute to a substantial risk, above the reasonable risk encountered in the course of participation in the IHE or the organization, of physical injury, mental harm, or degradation.

Similar to the Carroll University Annual Security Report (Clery Report), each institution must develop and distribute a statement of policy regarding the following:

- A comprehensive program to prevent hazing, which must include information on hazing awareness and hazing prevention; and
- The institution's current campus policies on hazing, which must include procedures that comply with specified collection and reporting requirements.

More information about the Stop Campus Hazing Act can be found on the Clery Center's website by clicking [here](#).

Carroll University Hazing Definition

Hazing is any activity expected of someone joining or participating in a group (such as a club, organization, ensemble, staff or team) that creates a substantial risk to humiliate, degrade, abuse, or endanger them, regardless of a person's willingness or consent to participate.

Hazing may come in many forms, including physical, emotional, psychological, criminal, and financial. Hazing may occur in conjunction with other violations of the Student Code of Conduct, including but not limited to as alcohol misuse, disruptive behavior, negligent damage to University property, vandalism, sexual misconduct, etc.

Examples of Hazing may include but are not limited to:

- Any pain or physical abuse expected of, or inflicted upon another, including paddling, tattooing, or branding in any form;
- Additional labor or work that is expected of a specific identified group that is not expected of others;
- Any strenuous physical activity expected of or inflicted upon another, including calisthenics;

- Creation of excessive fatigue, sleep deprivation, or interference with scholastic activities, including surprise late night meetings, forced skipping of class or coursework, extended periods of lack of sleep;
- Physical and psychological shocks, including lineups, berating, verbal abuse, threats, and name calling;
- Sexual or lewd violations or other required, encouraged, or expected sexual activity, whether actual or simulated;
- Prolonged exposure to severe or inclement weather;
- Periods of silence, social isolation or purposeful exclusions;
- Kidnapping, road trips, abandonment, scavenger hunts, or any other involuntary excursions;
- Wearing of uniforms or apparel that is conspicuous, explicit, and not normally in good taste or intended to cause public embarrassment;
- Engaging in degrading or humiliating games, activities, stunts; including requiring, encouraging, or expecting individuals to carry, possess, or maintain objects or items;
- Requiring or compelling the consumption of liquids (including alcohol), food, drinks, or other substances;
- Removing, stealing, taking or damaging public or private property;

Failure of an individual in a leadership role or position of power to address and/or report an act of hazing committed against another individual may also be a violation of the Carroll University Student Code of Conduct which states that a student may be in violation if they condone, support, or encourage the violation.

Carroll University Resources

Website

- Carroll University has a centralized website that contains information about relevant policies and laws, reporting mechanisms, as well as both internal and external support options. This website may be accessed by clicking [here](#).

Reporting

- **Confidential Reporting:** Students may speak with a confidential reporting resources which includes licensed Counselors at the Walter Young Counseling Center, Nurse Practitioners in the University Health Center and the Chaplain/Director of Spiritual Life and Service.
- **Campus Security Authorities:** While not defined in statute, regulations provide that CSAs include:
 - Campus police or security department personnel
 - Individuals with security-related responsibilities

- Individuals or organizations identified in institutional security policies as an individual or organization to which students and employees should report criminal offenses.
- The definition at § 668.46(a)(iv) states that a CSA also includes an official “who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.”

Hazing Prevention & Education

In an effort to foster a community that prioritizes active and safe engagement at Carroll University, the Director of Student Conduct and the Title IX Coordinator/Compliance Officer meet with various groups, organizations and teams to provide research-supported trainings and prevention information, including definitions, national trends, active bystander techniques, university expectations and more. The list of groups included in FA 2025 include:

Date	Target Audience	Number of Attendees
17-Jul	Coaches Meeting, Athletics	21
26-Aug	Marching Band	63
3-Sep	Student Organizations & FSL	119
19-Aug	Orientation Mentors	44
19-Aug	Resident Assistants	49
10-Sep	Staff Executive Committee	42
21-Aug	Football	128
20-Aug	Men's Soccer	43
18-Aug	Women's Soccer	35
18-Aug	Volleyball	27
26-Aug	Cross Country	32
26-Aug	Tennis	30
16-Jun	Student Life Directors	8
7-Sep	Men's Golf	14
14-Sep	Track and Field	61
7-Sep	Softball	31
7-Sep	Baseball	49
7-Sep	Men's Basketball	18
14-Sep	Men's LaCrosse	33
7-Sep	Women's Basketball	18
7-Sep	Women's Bowling	13
7-Sep	Women's Golf	7
14-Sep	Women's LaCrosse	23
7-Sep	Women's Softball	31

14-Sep	Women's Swim	26
31-Aug	First Year Orange Zone	438
26-Aug	Cross Country	26

Carroll University Hazing Statistics

Included in this report are the names of student groups (e.g. organizations, clubs, teams), dates (if known) of the hazing incident, the date Carroll University notified the student organization, the dates of the investigation, the dates when the organization was found responsible, and a description of the incident and outcome.

If a student group has not been found responsible, the hazing incident will not be included in this documentation. Active investigations will not be reported in the Campus Hazing Transparency Report until the investigation is complete.

2024-2025 Reports:

Carroll University Softball Team:

- **Date of Incident:** December 2, 2025
- **Date of Report:** December 4, 2025
- **Location:** Off-Campus Residence
- **Description:** Required participation of alcohol consumption, including underage consumption, of alcohol in order to participate in team activities
- **Findings:** Responsible
- **Date Notified of Outcome:** December 12, 2025
- **Sanctions:**
 - Mandatory all-team education meeting prior to start of Spring 2026 season
 - Mandatory team-captain education and responsibility to develop team bonding workshop
 - Individual involved party educational sanctions and meeting with University officials