



CAMPUS HAZING TRANSPARENCY REPORT

The purpose of the college's anti-hazing policy is to prohibit hazing in all forms, ensure compliance with federal and state law (<https://www.legis.iowa.gov/docs/code/708.10.pdf>), and create a campus environment that is safe, responsible, and respectful. This policy applies to students, faculty, staff, administrators, trustees, recognized organizations/groups and established groups, and third parties on or off campus (including online), including visitors, alumni, guests, and the agents, representatives, and employees of suppliers and vendors.

The College's anti-hazing policy extends to all aspects of its educational programs and activities including, but not limited to, admissions, employment, academics, athletics, and student services.

Please note: the College further prohibits retaliation against any person or organization for reporting alleged hazing pursuant to this Policy. Retaliation means any adverse action taken against a person who has reported a concern, filed a complaint, and/or participated in an investigation pursuant to this policy.

Because it violates our mission and community standards, Loras College prohibits all acts of hazing. Hazing includes any action that violates Iowa hazing laws as well as additional violations spelled out in these regulations.

Campus Abuse Policy (including Hazing)

Physical abuse, verbal abuse, threats, intimidation, harassment, coercion and/or other conduct which threatens or endangers the health (mental or physical) or safety of any person. This includes but is not limited to dating violence, domestic violence, and stalking. This policy also includes actions, activities or situations, planned or negligent, producing unnecessary and/or undue mental and/or physical discomfort, embarrassment, harassment, ridicule, excessive fatigue, physical injury, interference with scholarship, danger to life, exposure to situations where physical or mental wellbeing may be endangered, or defacement, damage or destruction of property, including acts of hazing.

Students are encouraged to seek advisory interpretations of actions which might constitute "hazing" if they feel that a situation may be considered a hazing incident and report any such actions to College Officials at <https://loras.erezlife.com/> (individuals should log in and complete a "public incident report" form in the purple panel on the left hand side of the screen or at the Dean of Students Office, 570 ACC).

Hazing, as defined by the Stop Campus Hazing Act, 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 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 and beyond the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as physical preparation necessary for participation in an athletic team), of physical or psychological injury including the following:

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- Whipping, beating, striking, electronic shocking, placing a harmful substance on a person's body, or similar activity
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity
- Causing, coercing, or otherwise inducing another person to consume food, liquids, alcohol, drugs, or other substances
- 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 words or conduct
- Any activity against another person that includes a criminal violation of local, state, tribal or federal law and
- 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

This policy applies to all organizations, including but not limited to a club/organization, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, choir, or student government group in which two or more of the members are students enrolled at the institution of education, whether or not the organization is recognized by the institution. Hazing is an offense whether it occurs on or off campus.

Incidents of hazing will be investigated by Campus Safety, will be tracked by the college, and will be shared out biannually in a Stop Campus Hazing Report beginning in December 2025, published on the Loras College Website.

Reporting Concerns about Hazing

Any person may report hazing to the College. The reporter does not need to be a harmed party or complainant. Reports can be made to College Officials at <https://loras.erezlife.com/> (individuals should log in and complete a "public incident report" form in the purple panel on the left hand side of the screen) or at the Dean of Students Office, 570 ACC. A person may report alleged hazing to the College independent of any off-campus processes, such as reporting to law enforcement.

The College will not disclose the identity of any individual involved in a report or resolution process under this policy, except as may be permitted by the FERPA, or as required by law, or to carry out the purposes of federal and state law, or including any investigation, hearing, or judicial proceeding arising thereunder.

Procedures

Cases involving alleged acts of hazing will be heard by the College Hearing Board. The board will not consider implied or express consent of the person being hazed as a defense, nor will it consider the use of alcohol or drugs as a mitigating factor. In the context of hazing, the use of alcohol or drugs

by any participants may be considered an express attempt to impair judgment, likely contributing to reckless behavior. Because hazing is an organizational activity, the organization, its officers, and responsible members will be held accountable for hazing violations. Additionally, individuals directly involved may also be held personally responsible. For more information about the College Hearing Board Process, please visit <https://loras.edu/student-handbook/>.

Student Organizations with Parallel Processes

The College recognizes that some student groups/organizations have parallel accountability processes within their national organization. Student organizations that become aware of behavior that may violate College policy must notify the College and collaborate with the College to address the behavior. If the national organization requires that the student organization conduct its own review, such review may not interfere with the College's review process.

Incidents that May Violate Additional Policies

In certain instances, conduct by an individual or group may violate other College policies. In such cases, the Dean of Student's Office will determine whether or not matters may be consolidated and/or investigated together at the discretion of the College.

Iowa State Law

708.10 Hazing. 1. a. A person commits an act of hazing when the person intentionally or recklessly engages in any act or acts involving forced activity which endanger the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with a school, college, or university. Prohibited acts include, but are not limited to, any brutality of a physical nature such as whipping, forced confinement, or any other forced activity which endangers the physical health or safety of the student. b. For purposes of this section, "forced activity" means any activity which is a condition of initiation or admission into, or affiliation with, an organization, regardless of a student's willingness to participate in the activity. 2. A person who commits an act of hazing is guilty of a simple misdemeanor. 3. A person who commits an act of hazing which causes serious bodily injury to another is guilty of a serious misdemeanor. 89 Acts, ch 41, §1

Campus Hazing Transparency Reports ("CHTR")

Beginning December 23, 2025, Loras College will publish in a prominent location on a public website with respect to hazing incidents where there has been a finding of responsibility against registered or established groups/organizations. This report will be updated at least twice per year if there are additional findings of responsibility to document.

The CHTR will be publicly available at <https://loras.edu/campus-safety/>.

This report will include:

- The period from when the last report was last published and the date it will be republished

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- Each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including the name of the organization or group; the dates of hazing incidents, and information and description of the violation

The CHTR may include any additional information determined by the University as necessary or reported as required by State law. The CHTR will not include personally identifiable information.

Beginning with the 2026 Annual Security Report, the College must also include hazing incidents reported to have occurred within Clery geography. The first calendar year that will include hazing statistics is 2025, which will be available in October 2026.

The Clery Act also requires the College to issue a timely warning to the community in certain circumstances please see the Loras College Student Handbook at <https://loras.edu/student-handbook/>.

Training and Prevention

The Stop Campus Hazing Act also requires the college to educate our campus community about hazing and healthy alternatives to prevent this type of harm. The College will provide ongoing education including workshops, speakers, poster/social media campaigns, and other ongoing programming to reinforce hazing policies and encourage a safe and respectful campus community.

Maintenance of Files and Records

Records regarding disciplinary actions imposed against individual students and/or groups/ organizations are generally maintained by the Office of the Dean of Students for seven (7) years after which they are destroyed. Exceptions to the general policy are the sanctions of suspension, expulsion and cases involving any type of sex discrimination for which the records are permanently maintained.

College Resources

Dean of Students Office	563.588.7417
Student Organizations	563.588.7731
Title IX Coordinator	563.588.7226
College Athletics	563.588.7742
Campus Safety	563.588.7275
Counseling Center	563.588.7085
Health Center	563.588.7142
Human Resources	563.588.7110
Lynch Learning Center	563.588.7921
Residence Life	563.588.7217
Information Desk	563.588.7100

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Hazing Transparency Report – Period of January 1 – June 23, 2025

No instances of alleged hazing were reported to the College during the reporting period from January 1 – June 23, 2025.

Hazing Transparency Report – Period of June 24 – December 15, 2025

No instances of alleged hazing were reported to the College during the reporting period from June 24 – December 15, 2025.

Hazing Transparency Report – Period of December 16, 2025 – June 15, 2026

No instances of alleged hazing were reported to the College during the reporting period from December 16, 2025 – June 15, 2026.