



## George Fox University Hazing Report 2020

December 18, 2020

Dear Oregon Legislative Assembly,

George Fox University, located in Newberg, Oregon, has a written policy on hazing. For the 2019-2020 school year, we provided information at New Student Orientation and ask all students to read and abide by all policies outlined in our student handbook. The number of hazing incidents reported during the previous academic year is zero. The number of hazing incidents investigated by the University during the previous academic year is zero.

The University defines “hazing” in its student handbook. We address it under our harassment and discrimination policy, bullying and cyber-bullying policy, as well as under a specific hazing policy. All policies are listed below.

### ***Harassment and Discrimination***

*George Fox University students and employees work, live, and learn in an environment where the dignity of each individual is respected. Harassment or discrimination due to race, color, sex, sexual orientation, gender identity, marital status, religion, creed, age, national origin, citizenship status, workers' compensation status, physical or mental disability, veteran status, or any other status protected under applicable local, state, or federal law; or any other distinguishing characteristic protected by applicable nondiscrimination law, is prohibited.*

*Actions that constitute harassment or discrimination may be verbal or physical conduct that includes, but is not limited to the following: demeaning gestures, threats of violence, physical attacks, or any types of threatening or verbal remarks. These behaviors include hazing, other initiations, or any actions that may be hazardous, dehumanizing, harassing or humiliating to people within or outside the George Fox community. Prohibited actions also include vandalism, destruction of a person's property, the misuse of telephones, voicemail messages, text messages, United States or campus mail, as well as e-mail, social media or other electronic communication for the purpose of issuing obscene, harassing, or threatening messages.*

*Such conduct has the purpose or effect of interfering with an individual's work, academic, or student life environment. Students and employees are expected to conduct themselves in a manner that shows respect to all and ensures no discrimination or harassment occurs.*

***Bullying*** is unwanted, repetitive and/or aggressive behaviors that intimidate, intentionally harm, attack, or control another person physically, emotionally or socially. This behavior can often be discriminatory towards protected attributes as outlined in the university's harassment and discrimination policy. It often involves an imbalance of power that is directed towards a specific person or group.

*Actions may include, but are not limited to the following: making threats, spreading rumors, attacking someone physically or verbally, inappropriate sexual comments, taunting, spreading rumors about*

*someone, making mean or rude hand gestures, or physically hurting a person's body or possessions. It may also include various aspects outlined under the hazing policy.*

**Cyber bullying** is bullying that takes place using electronic technology, which may include devices and equipment such as cell phones, computers and tablets, as well as communication tools including social media sites, text messages, chat, and websites. Examples of cyber-bullying include, but are not limited to, the following: demeaning or discriminatory text messages or emails, rumors sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles.

### **Hazing**

*George Fox supports activities that are designed to develop community and to impart group traditions. We are committed to introducing new students to campus traditions, language and customs that enhance a sense of belonging and encourage involvement in university life. Understanding this, it is our desire to accomplish the following goals as students become members of campus activities, teams or groups: 1) to help students build positive relationships with others; 2) to familiarize students with current and historical traditions; and 3) to provide an atmosphere in which students may come to understand that they are part of the George Fox history, present and future.*

*We will make every reasonable effort to ensure that students who voluntarily participate in campus activities and groups are treated with dignity and respect, in accordance with the university's mission, and that any induction or other activities fit within the mission statement as well as within common and civil law. Thus, induction and other group activities will be governed by the following expectations.*

*There is to be no behavior that causes, or is likely to cause, bodily danger or physical harm, or mental or emotional harm, regardless of a person's willingness to participate. Even if a participant claims that no one was forced to partake, such an activity or behavior is still considered hazing. Groupthink behavior, peer pressure and coercion often play a role. Specifically, please note the following:*

- *Activity that may cause bodily danger or physical harm includes physical activity such as (but not limited to) forced calisthenics or exposure to the elements, sleep deprivation or confinement. It also includes the forced consumption or application of food, liquid, alcohol or harmful substances.*
- *Mental or emotional harm includes embarrassment, ridicule, verbal abuse and personal humiliation.*
- *No activities are allowed that induce, cause or require students to violate local, state or federal law or campus rules and regulations.*
- *Only currently enrolled George Fox students may be involved in team or group-induction activities, unless they are given explicit permission to include others by their group advisor, coach or instructor.*

*Violation of this policy could also be a violation of Oregon state law, which may result in a student's loss of financial aid. Any group/club/team member violating these standards risks suspension from group/team activities. Consequences may also involve sanctions for the entire group. Violations of the Hazing Policy for Oregon State Law will be assumed to constitute violations of university policy, as well.*

*If you have any questions regarding campus policies or procedures, please contact the dean of students or the associate dean of students.*

We also provide annual training to student leaders, specifically Resident Assistants and Assistant Area Coordinators on prohibited conduct, including hazing. The Athletics department also covers hazing being prohibited in their student athlete orientation.

This document is the entirety of the George Fox University Hazing Report for 2020. For questions, please contact Mark Pothoff, Dean of Students and Title IX Deputy Coordinator at [mpothoff@georgefox.edu](mailto:mpothoff@georgefox.edu) or 503-554-2313.

Warm Regards,

*Mark Pothoff*

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