



Hazing Discipline and Prevention Policy

Office of the Student Affairs
Policy Document Number: SA-06.1-2025

Adopted by the Office of the Student Affairs: 09/15/2025
Policy Updates: 06/10/2025

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| <p>Policy Purpose: The policy establishes a process for reporting and addressing hazing incidents, ensuring accountability and the promotion of a safe and respectful campus environment.</p> |
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POLICY STATEMENT

It is the responsibility of all individuals associated with New Mexico Tech (NMT) to encourage an atmosphere of learning, social responsibility, and respect for human dignity. Hazing 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 person or persons to participate, that

- is committed in the course of an initiation into, an 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 of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

Hazing is an unproductive and hazardous activity that is incongruous with the mission and values of NMT and has no place at this university, either on or off campus. This policy applies to all persons and groups associated with the university, including, but not limited to, administrators, coaches, faculty, staff, students, student club advisors, sports club teams, and other registered student clubs and organizations.

Noncompliance with this policy may result in disciplinary action up to and including termination or expulsion. NMT supports an environment free from retaliation. Retaliation against any member of the campus community who brings forth a good faith concern, asks a clarifying question, or takes part in an investigation is prohibited.

This policy is **not** intended to prohibit the following conduct:

- Customary athletic events, contests, or competitions that are sponsored by the university or the organized and supervised practices associated with such events; or
- Any activity or conduct that furthers the goals of a legitimate educational curriculum, extracurricular program, or military training program, as approved by the university.

This policy is in compliance with [H.R.5646 Stop Campus Hazing Act](#) of 118th Congress which became effective 1 January 2025.

INSTITUTIONAL GUIDELINES

The university is committed to promoting an environment where abusive behavior, harassment, and assault are never used as a pretext for building character, leadership skills, or group loyalty or unity.

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Location

This policy encompasses all acts of hazing whether the acts occur on or off campus. An act of hazing by an individual or club will be viewed by the university as a violation of this policy, regardless of where the act of hazing took place.

Individual & Club Responsibility

Organizations, acting through their leadership and their membership, are expected to use good judgment to determine the abilities of individual students as they relate to organizational activities and requirements.

Both individuals and organizations may be held responsible for their actions and participation in incidents of hazing. If an investigation concludes that an individual or individuals directed, engaged in, aided or otherwise participated in, actively or passively, an incident of hazing, disciplinary action may be imposed against the individual(s). If the investigation concludes that an organization knowingly permitted, authorized, or condoned hazing, disciplinary action may be imposed against the organization.

Reporting:

Anyone (a victim, a bystander, a witness, a friend, or any other person) may report a violation of this policy. The university can most effectively respond to reports when they are made as promptly as possible after the conduct has occurred. However, there is no time limitation on reporting alleged violations of this policy.

- Any suspected violation of this policy should be reported using the reporting form link, [Hazing Reporting Form](#).

Investigation:

A report or complaint of hazing shall be thoroughly investigated by the Dean of Students, the Affirmative Action and Compliance/EEOC Office, or the Office of Human Resources, as applicable.

Disciplinary Action by the University:

Any individual or organization found to be in violation of this policy shall be subject to the procedures set forth in the Student Code of Conduct [add link once new policy is approved], [Employee Handbook](#), or [Policy on Disciplinary Action due to Complaints Directed at Instructional Staff](#) and may be subject to appropriate disciplinary action up to and including expulsion or termination of employment.

Prevention

NMT will offer training to sports clubs and student clubs on the prevention and awareness

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related to hazing. All students will be made aware of the hazing policy, resources, and reporting form through a media campaign during Weeks of Welcome while Bystander training for Residence Assistants and leadership programs will also be provided.

EXAMPLES OF HAZING

Below are examples of psychological, physical, and other types of hazing. These examples are not intended to be an exhaustive list of behaviors that may meet the definition of hazing.

Psychological Hazing:

- Blindfolding and parading individuals in public areas, blindfolding and transporting in a motor vehicle, or privately conducting blindfolding activities that serve no constructive purpose
- Confinement, for example, in an unreasonably small, unventilated, unsanitary, unlighted, or very loud space
- Verbal abuse
- Encouraging or requiring activities that disrupt a person's normal schedule. A normal schedule includes three reasonably spaced meals per day, the opportunity for sufficient rest at night (at least six full hours) and reasonable time for personal hygiene
- Encouraging or requiring a person to pretend to or actually violate a law
- Misleading an individual into believing that they will be hurt during an induction or initiation

Physical Hazing:

- Binding or restricting an individual in any way that would prohibit them from moving on their own
- Burning, branding, or tattooing any part of the body
- Sexual stimulation or public nudity.
- Burying in any substance (i.e. snow, sand, refuse)
- Carrying any items (shields, paddles, bricks, hammers, etc.) that serve no constructive purpose or that are designed to punish or embarrass the carrier
- Exposure to uncomfortable elements
- Forcing consumption of alcohol or any other substance, legal or illegal
- Paddling
- Spraying, painting, or pelting with any substance
- Tests of endurance

Other Hazing:

- Activities that interfere with academic pursuits
- Forced or involuntary excursions or road trips
- Encouraged vandalism, or the removal or destruction of public or private property

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- Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts; this encompasses observation of hazing activities by individuals in a position to intervene but failing to do so.
- Intentional social exclusion, isolation, ignoring, or "cutting out" of individuals or groups with the intent to cause emotional distress, humiliation, or a feeling of worthlessness.
- Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts; this encompasses observation of hazing activities by individuals in a position to intervene but failing to do so

DEFINITIONS

Student

The University considers an individual to be a “student” when an offer of admission has been extended and thereafter as long as the student has a continuing educational interest in the University. The term “student” includes individuals who are dually or concurrently enrolled, visiting/guest, online, and/or non-degree seeking. The Equal Employment Opportunity Commission (EEOC) office may be involved in employee-related conduct if the student is an employee. In this policy, the term students will also apply to student groups.

Student group

Shall mean an affiliated or associated group, club, or organization that is or has been registered as a University student group under applicable University policies or the New Mexico Tech Student Government Association Constitution.

APPENDICES

[H.R.5646 - Stop Campus Hazing Act](#)

Prohibited Conduct <https://www.nmt.edu/studentlife/dos/documents/Prohitbed%20Conduct%20Document.pdf>

Prohibited Conduct Document
Student Code of Conduct

AUTHORITY

[New Mexico Constitution (Article XII, § 13) and interpreted by the NM Supreme Court, the Board of Regents and OP-01- Policy on Development, Amendment, and Rescindment of Policies.]



Michael Jackson, President
New Mexico Tech



David A. Lepre, Sr.
Board of Regents

Policy Title: SA-06 HAZING DISCIPLINE AND PREVENTION POLICY

New Mexico Tech Policy Signature and Approval Document

Legal Review (if applicable):

 Attorney 9/15/25
Signature Title Date


Campus Community Review Dates: 8/5/25 to 8/27/25
10 Business Days

Approval by Sponsoring Vice President:


 VPSA 9/15/25
Signature Title Date

Approval by President:

Approved on this date by Dr. Michael Jackson, Acting President, New Mexico Institute of Mining and Technology. Minor editorial revisions may be made. Content of this policy cannot be changed.

 9/15/25
Signature of the President Date

Approval by Chair of the Board of Regents (if applicable):

 9/15/25
Signature Title Date