



Hazing Policy and Procedures

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PURPOSE

The purpose of this Anti-Hazing Policy (“Policy”) is to prohibit hazing in all forms, ensure compliance with the Stop Campus Hazing Act (SCHA) Amendments to the Clery Act, and promote a safe and respectful campus environment. Hazing undermines the integrity of student life, endangers individuals, and is inconsistent with the mission, vision, and values of Tennessee Wesleyan University.

SCOPE AND APPLICABILITY

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 (of the “TENNESSEE WESLEYAN UNIVERSITY Community”). Any employees alleged to be engaged in a hazing process against students will be referred to appropriate institutional policies and procedures.

Tennessee Wesleyan University’s prohibition on hazing extends to all aspects of its educational programs and activities, including, but not limited to, admissions, employment, academics, athletics, and student services.

This policy was written to follow the requirements of all applicable federal and state laws. If this policy is inconsistent with those laws, or the laws change before it has been updated, state and federal law supersede this policy.

If any provision of this policy is found to be invalid, illegal, unconstitutional, or unenforceable, that finding shall not affect or undermine the validity of any other provision.

RESPONSIBLE AUTHORITY

The Vice President for Student Life and Chief Title IX Officer is the primary university official responsible for the oversight of this policy.

Obligations in this policy assigned to a particular title may be designated as appropriate by Tennessee Wesleyan University including to external professionals.

WHAT IS PROHIBITED BY THIS POLICY

Hazing

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. The following are non-exhaustive examples of conduct that causes or creates such a risk:
 - Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone'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, liquid, 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 applicable local, Tennessee 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.

Retaliation

No person may intimidate, threaten, coerce or discriminate against any individual because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Hazing

Policy and Procedure. Complaints alleging retaliation may be filed with the Student Life Office and/or Human Resources.

DEFINITION OF TERMS

1. *Appeal Officer*: An administrative staff member with no previous role in a complaint will review any appeals to determine outcome.
2. *Charge*: An alleged policy violation. A charge does not assume a student or organization is responsible for policy violations and responsibility will not be determined until the conduct hearings are finished.
3. *Complainant*: an individual (or group of individuals) who is/are alleged to have been subjected to conduct that could constitute a Tennessee Wesleyan University policy violation.
4. *Days*: weekdays when Tennessee Wesleyan University is in normal operation.
5. *Interim Measures*: Interim measures are temporary administrative directives that are intended to ensure the safety of the university and prevent a situation from escalating while the allegations are being investigated. When the alleged actions of a student, student group, or student organization threaten the good order or safety of Tennessee Wesleyan University, interim measures may be put into place.
6. *Party/parties*: Referring to complainant, respondent, or both/all complainant and respondent.
7. *Report*: information provided about possible misconduct and/or violations of Tennessee Wesleyan University policy.
8. *Respondent*: an individual (or group of individuals) who has/have been reported to be the perpetrator of conduct that constitutes a Tennessee Wesleyan University policy violation.
9. *Outcome*: a formal sanction imposed on the Respondent in response to policy violation(s).
10. *Student Organization*: an organization at Tennessee Wesleyan University (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at Tennessee Wesleyan University, whether or not the organization is established or recognized by Tennessee Wesleyan University.
 - a. *Established*: a group created by Tennessee Wesleyan University, which is in existence but does not have to register as a student organization (including but not limited to athletic teams, musical or theatrical ensembles, and academic or administrative units).
 - b. *Recognized*: an organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and

have registered with Tennessee Wesleyan University as a student organization (such as clubs, club sports, or fraternities and sororities).

- c. Unrecognized: a club or organization that consists of a number of persons who are associated with each other (two or more of whom are enrolled students) and have not registered, have not had their registration approved, or have had their registration or recognition removed.

11. *Judicial Hearing*: a conduct meeting facilitated by a Resolution Administrator and/or Panel to evaluate responsibility for policy violations.

DISCLOSURES/REPORTING

Any person may disclose hazing to Tennessee Wesleyan University in the following ways:

- a. Mail: Vice President for Student Life and Chief Title IX Officer, 204 E. College St., Athens, TN 37303
- b. Telephone: (423) 746-5216
- c. Electronic mail: smashburn@tnwesleyan.edu
- d. In person: Student Life Office, Colloms Campus Center 1st floor

The disclosing person does not need to be the harmed person and/or a Complainant.

All disclosures will be reviewed by Tennessee Wesleyan University to identify if the conduct falls within this policy or other related policies.

An individual may pursue a Tennessee Wesleyan University response procedure independently of any off-campus processes, such as reporting to law enforcement or pursuing other non-campus-based civil reporting options. Tennessee Wesleyan University reserves the right to initiate this process even if law enforcement has declined to do so.

Confidential Disclosure Options

Students may report incidents to the Campus Counselor or the Chaplain in confidential manner. Note: Mental health professionals may be required to disclose information where there is an imminent threat of a person harming themselves or others.

Anonymous Reporting

Tennessee Wesleyan University is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, Tennessee Wesleyan University's ability to

obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.

PRIVACY

The University will not disclose the identity of any individual involved in a disclosure, report, or resolution process under this policy, consistent with and except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

FALSE REPORTS

Tennessee Wesleyan University will not tolerate intentional false reporting of incidents. It is a violation of Tennessee Wesleyan University policies to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws. A person will be referred to the appropriate campus process if found to have intentionally made a false report or knowingly submitted falsified materials. Students will be referred to the Student Life Office and employees to the Human Resources Office.

INTERIM MEASURES AND ACTIVITY RESTRICTIONS

If the Vice President for Student Life and Chief Title IX Officer, or designee, determines that the operations of the Organization and/or the presence of the Respondents creates a clear and substantial risk to persons or property at Tennessee Wesleyan University, they may issue an interim suspension or activity restriction at any point of the process from when a complaint is filed to when the case is resolved. Ordinarily, a case involving an interim suspension will be expedited to resolution as quickly as possible.

The Vice President for Student Life and Chief Title IX Officer, or designee, may also restrict or modify the activities (i.e.: access to buildings, participation in activities) of the Respondent at any point from when a report is received to when the matter is resolved. Activity restrictions also may be kept in place after an outcome is determined.

Interim suspensions and activity restrictions are operative immediately upon receipt of the notice by the Respondent.

A Complainant always has the right to seek a restraining order or similar no-contact or protective order from the police. Contact Campus Safety for assistance in obtaining protective orders from the police or contact the police directly. Tennessee Wesleyan University will enforce all protective and restraining orders regardless of who issues them.

Enforcement of these orders will begin upon notification and receipt of documentation of their existence. Should either party wish to cooperate with local law enforcement in a criminal investigation, they may do so under the guidance of the appropriate legal authority(ies) without fear of penalty by Tennessee Wesleyan University for violating the no contact directive issued by Tennessee Wesleyan University.

STUDENT ORGANIZATIONS WITH A PARALLEL PROCESS

Tennessee Wesleyan University recognizes that some organizations have parallel accountability processes within their organization. Student organizations that become aware of a behavior that may also require Tennessee Wesleyan University responses must act in collaboration with the Tennessee Wesleyan University to address the behavior.

Student organizations may not investigate complaints without support and guidance from their sponsoring “headquarters” and Tennessee Wesleyan University staff when an incident requires investigations to be conducted by staff that are trained to manage complaints of a sensitive nature (e.g.: Discrimination, academic misconduct, behavior grounded in mental health issues, illegal drug use, minor violations of the law).

Student organizations can/should address minor incidents within chapter processes (e.g.: Not meeting membership obligations (meetings, dues/fees, participation, attitude, grades, etc.), conflicts between members, irresponsible or unbecoming behavior, integrity issues, etc.).

Organizations may not impede Tennessee Wesleyan University investigations, including by withholding information.

INCIDENTS THAT MAY VIOLATE ADDITIONAL POLICIES

In certain cases, conduct by an individual or group respondent may violate other policies. In those cases, the Vice President for Student Life and Chief Title IX Officer will select which office or individual has primary responsibility over a matter and how that individual will engage with other responsible offices. Examples include a hazing incident that also includes sexual and interpersonal violence or harassment, which may involve Title IX, Student Handbook policies, Residential Life policies, and violations of the Acceptable Use Policy. Matters may be consolidated and investigated/adjudicated together at the discretion of Tennessee Wesleyan University.

PROCEDURES

Investigation

Responding parties will be notified about the investigation in writing via email. In circumstances where the Respondent is an Organization, Tennessee Wesleyan University will notify the listed President and Vice President officers. If no officers are identified, then the documented roster of members will be notified.

Notifications will include the following:

1. Investigation: the allegations against them, the Complainant if applicable, the date(s) of the alleged violation(s), and information about the investigative process. In some cases, a general inquiry will occur before a formal investigation is initiated. Tennessee Wesleyan University is not obligated to notify parties if general inquiries to gather additional information are occurring.
2. Judicial Hearing: alleged policy violations, the date(s) of the alleged violation(s), and the date, time, place of the hearing.
3. Judicial Hearing Outcomes: finding of charges, rationale for finding(s), and the right of appeal.

Investigations will be prompt and impartial. Tennessee Wesleyan University will generally not stop or pause on-campus investigations when law enforcement is engaged. Tennessee Wesleyan University may work with law enforcement to coordinate timelines and interviews. If a student wants to report to local police, then Tennessee Wesleyan University will assist the student with this process, as requested.

Following the completion of the initial investigation, the parties will be invited to review the initial investigative evidence. The parties will then be given the opportunity to submit additional questions, clarification, and/or more information. If additional information is submitted, the investigator will conduct follow-up interviews with relevant participants and finalize the investigative documents.

Upon receipt of the investigative documents, a policy analysis will be conducted with the investigator, and the Vice President for Student Life and Chief Title IX Officer, or designee. The analysis will examine the statements and determine if there is sufficient evidence to initiate a resolution process; if there is not sufficient evidence, no charges will be issued.

The Vice President for Student Life and Chief Title IX Officer, or designee, will issue an Investigation Outcome letter to both parties. Charges and a scheduled hearing date will be

included in the letter, if applicable. The letter will also outline other resolutions options, if applicable.

Resolution Processes

Accepting Responsibility Resolution

In some cases, when charged, Respondents may accept responsibility for violating University policy in a written notice to the Vice President for Student Life and Chief Title IX Officer. This option will be provided in the charge notice to the Respondent, if applicable. The Vice President for Student Life and Chief Title IX Officer will determine appropriate outcomes without requiring a meeting with the Respondent.

If a Respondent's conduct records have similar violations, then an outcome may be issued based on the totality of the Respondent's conduct history.

Agreement-Based Resolution

The agreement-based resolution process is designed to resolve complaints under this policy without taking formal action against a Respondent and to reach a mutually agreeable resolution to the complaint. All parties have the option to pursue an agreement-based resolution process, and it may be initiated any time prior to reaching a determination regarding responsibility. All parties must agree to participate in the agreement-based resolution process. The Vice President for Student Life and Chief Title IX Officer will determine if agreement-based resolution is appropriate for matters in which Tennessee Wesleyan University initiated the resolution process. Agreement-based resolution is not available to resolve complaints where an individual experienced any type of harm.

If agreement-based efforts are unsuccessful, the investigative resolution process may be initiated. Any party has the right to end the resolution process and begin the investigative process at any time prior to an agreed-upon resolution. Tennessee Wesleyan University reserves the right to determine a situation is not eligible for an agreement-based resolution process and eliminate this grievance process option.

As part of the agreement-based resolution process, Tennessee Wesleyan University official facilitating the agreement-based resolution process may:

- Resolve the complaint through the implementation of remedies when there is sufficient information about the nature and scope of the conduct to support such a response.

- Institute other potential remedies including targeted or broad-based educational programming or training.

Hearing Resolution

If a Respondent does not accept responsibility for the charges against them and/or a case is referred for a hearing, the Vice President for Student Life and Chief Title IX Officer will be appointed to review the case and determine responsibility for the alleged policy violations. The following process will be utilized during a hearing.

1. The parties will be given the opportunity to review any material being reviewed.
2. The parties may refuse to answer questions or abstain from attending the hearing. If a party chooses not to answer questions and/or attend the meeting, then the Vice President for Student Life and Chief Title IX Officer will make a decision without the input of the party and determine an outcome based on the information available to them.

A hearing may be suspended and continued later if there is a reasonable likelihood that pertinent information exists but is not available at the time of the hearing. The case may also be referred to the investigator if, during a hearing, it is determined that the case needs to be reviewed for further investigation.

As applicable, parties will be permitted to listen to statements made by the other party, including witnesses. This will be coordinated either by allowing the parties to be in the same room together or having them in separate rooms listening to the meeting via technological resources.

Following the conduct hearing, the resolution body will prepare a written statement explaining their findings and rationale. The Respondent is notified in writing, via email, of the outcome.

Resolution Timeline

Tennessee Wesleyan University will endeavor to have an investigation completed within 60 days of notice of investigation being issued, depending upon the number and availability of witnesses, the academic calendar, and other factors.

Respondents should anticipate a resolution, if applicable, within 90 days of the notice of investigation being issued and a written determination regarding responsibility, if applicable, within 10 days of the hearing. Tennessee Wesleyan University may extend the resolution process for reasonable circumstances and will provide this information to the parties in writing. Any party may request a one-time extension of the process of up to five days which shall be generally granted, if reasonable.

Every effort will be made to resolve allegations of policy violations during the academic year in which they occur; however, if alleged cases of misconduct occur too late to be resolved during the semester, all or part of the conduct process may be resumed during the following semester unless arrangements can be made for all participants to be available at an earlier date.

Sanctions

Tennessee Wesleyan University is committed to a progressive learning-based system of outcomes during a resolution process and utilizes a range of outcomes and interventions that will support education and growth. The goal is to develop outcomes that are appropriate for each individual or organization to empower them to take responsibility for their actions and role in the community.

The range of potential outcomes include:

- **Conduct Hold:** a hold on a student's record that prevents the student from returning to Tennessee Wesleyan University for the following semester or, if the student is a graduating senior, receiving their diploma, until certain conditions are met. It is most often used when students fail to comply with outcomes.
- **Community restitution/service to the community:** repayment to the community through service projects or shadowing a department on campus that was impacted by student behavior.
- **Educational/health interventions:** requirement for a student to complete a consultation appointment with a medical professional or licensed counselor to assess risks to personal health due to substance use and/or abuse.
- **Expulsion:** permanent separation from Tennessee Wesleyan University. Students that are expelled will not receive reimbursement for their semester bill. Parents/Guardians of students who have been expelled may be notified.
- **Learning-Based intervention:** outcomes that encourage self-reflection and enable the individual and/ or organization to evaluate decision making and impact on their community.
- **Loss of Housing Privileges:** this includes the opportunity to select and/or live in specific housing on-campus or the ability to reside in residential spaces.
- **Loss of Privileges:** for organizations, it is typically a denial of the right to host social gatherings and engage in other activities for a specified period of time. For individuals, it might include residence hall relocation, restrictions on being in designated areas of campus, and loss of other privileges.
- **Parental/Guardian Notification:** Tennessee Wesleyan University reserves the right to notify parents or legal guardians of dependent students under the age of 21 for any violations of Tennessee Wesleyan University policy that endanger the health and well-being of a student or other individuals in the community, in cases where

other conduct modification approaches have not been successful, or when the conduct is sufficiently severe.

- Probation: a specified period of time during which a student or organization's conduct is expected to be exemplary. Any additional violations of the Student Handbook by a student or organization on probation will result in more severe outcomes, including possible suspension or expulsion. Individual students and organizations are subject to the loss of privileges while on probation.
- Recognition revocation: student organizations may have their recognition revoked by Tennessee Wesleyan University for a stated period of time and/or until a stated condition(s) is met. Organizations that lose recognition may have to vacate housing, office, or other Tennessee Wesleyan University space. Any damage to the space during the "move-out" period will be billed to students affiliated with the organization.
- Restitution: repayment for financial loss to an individual or Tennessee Wesleyan University.
- Suspension: removal from Tennessee Wesleyan University for a stated period of time and/or until a stated condition(s) is met. Students under suspension are not permitted on campus without written permission from Vice President for Student Life and Chief Title IX Officer, or designee, or to participate in any Tennessee Wesleyan University activity. Students that are suspended will not receive a Tennessee Wesleyan University reimbursement for their semester bill. Readmission to Tennessee Wesleyan University following the end of the period of suspension is contingent upon demonstrating to the Vice President for Student Life that measures have been taken to correct the problems that resulted in the suspension. Tennessee Wesleyan University may impose restrictions on individuals or organizations as conditions of their reinstatement. Parents/Guardians of students who have been suspended may be notified.
- Warnings: an official letter of warning placed in the file of a student or organization responsible for a violation.

Appeals

Both parties have the right to appeal. The appeal is not meant to re-hear or reargue the same case and is limited to the standards below. Written appeals must meet at least one of the following standards:

- A procedural (or substantive) error occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.);
- To consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or outcome. A summary of this new evidence and its potential impact must be included.
- Outcomes imposed are grossly disproportionate to the violation(s) committed.

Parties may not appeal under the following circumstances:

- Non-attendance at meetings;
- Dissatisfaction with a decision and/or outcome.

Appeals must be submitted in writing to the Vice President for Student Life and Chief Title IX Officer. The written appeal must state the specific grounds for the appeal and be received within five (5) days from the date of the outcome letter from the conduct hearing.

Appeals will typically be heard by the Appeals Board. A different appeal officer may be appointed in extenuating circumstances. An in-person meeting with the Appellant or other parties will occur only at the discretion of the person reviewing the appeal. The decision of the appeal officer is final.

All outcomes imposed by the Judicial Council will be in effect during an appeal. A request may be made to the Vice President for Student Life, or designee, to delay implementation of the outcomes until the appeal is decided, but the presumptive stance of the institution is that the outcomes will go into effect immediately.

Graduation, study abroad, internships/ externships, etc. do not in and of themselves constitute exigent circumstances, and parties may not be able to participate in those activities during their appeal. In cases where the appeal results in reinstatement Tennessee Wesleyan University or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Failure to Comply with Outcomes

Students that fail to comply and/or complete the assigned outcomes may be charged and an additional judicial hearing will be held. A hold may be placed on the student record until the incomplete sanction and/or failure to comply case is resolved.

In circumstances where a student organization fails to comply with outcomes, the organization may be charged and an additional judicial hearing will be held. A hold may be placed on the organizational record until the incomplete sanction and/or failure to comply case is resolved. The hold may impact ability to receive funding, housing status, or participation in Tennessee Wesleyan University recognized events.

FEDERAL AND STATE HAZING DEFINITIONS

Hazing (per Federal law)

The term 'hazing', for purposes of reporting statistics on hazing incidents is defined as 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—

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. 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 including—
3. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
4. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
5. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
6. causing, coercing, or otherwise inducing another person to perform sexual acts;
7. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
8. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
9. 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.

Hazing [per State law]: Tenn. Code Ann. § 49-7-123: Hazing Prohibited

(a) As used in this section, unless the context otherwise requires:

(1) "Hazing" means any intentional or reckless act in this state on or off the property of any higher education institution by one (1) student acting alone or with others that is directed against any other student, that endangers the mental or physical health or safety of that student or that induces or coerces a student to endanger the student's mental or physical health or safety. "Hazing" does not include customary athletic events or similar contests or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization; and

(2) "Higher education institution" means a public or private college, community college or university.

(b) Each higher education institution shall adopt a written policy prohibiting hazing by any student or organization operating under the sanction of the institution. The policy shall be distributed or made available to each student at the beginning of each school year. Time

shall be set aside during orientation to specifically discuss the policy and its ramifications as a criminal offense and the institutional penalties that may be imposed by the higher education institution.

FEDERAL/STATE REPORTING REQUIREMENTS

Campus Hazing Transparency Reports (“CHTR”)

Beginning July 1, 2025, Tennessee Wesleyan University will publish in a prominent location on the public website information 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 on the Tennessee Wesleyan University webpage.

It will include, at a minimum:

- the period from when the Report was last published and ending on the date it is being republished;
- each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including;
- Name of the organization;
- Dates of incidents
- Information and description of the violation

The CHTR may include any additional information determined by the TENNESSEE WESLEYAN UNIVERSITY as necessary or reported as required by State law. The CHTR will not include Personally Identifiable Information in the report.

Clery Act and Annual Security Report

The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that Tennessee Wesleyan University report the number of incidents of certain crimes that occur within particular geographic locations (Clery geography). Beginning with the 2026 Annual Security Report, Tennessee Wesleyan University must also include hazing incidents reported to have occurred within Clery geography. The first calendar year that will include hazing statistics is 2025. The Clery Act also requires Tennessee Wesleyan University to issue a warning to the community in certain circumstances.

In the statistical disclosures and warnings to the community, Tennessee Wesleyan University will ensure that a Complainant's name and other identifying information is not disclosed.

The Student Life Office will refer information to the Vice President for Student Life and Chief Title IX Officer, when appropriate, for a determination about Clery-related actions, such as disclosing crime statistics or sending campus notifications.

TRAINING AND PREVENTION

In alignment with the prevention and awareness program requirements of the Stop Campus Hazing Act, Tennessee Wesleyan University maintains a commitment to not only address incidents of hazing that occur, but also to educate our campus community about hazing and healthy alternatives to prevent this type of harm.

All students, faculty, and staff must complete anti-hazing training upon joining the institution and annually thereafter.

Tennessee Wesleyan University will provide ongoing education campaigns, including workshops, speaker events, and social media campaigns throughout the academic year to reinforce anti-hazing policies and encourage a culture of safety.

CAMPUS RESOURCES

1. Office of Student Conduct: Dr. Scott Mashburn, Student Life Office, 423-746-5216, smashburn@tnwesleyan.edu
2. Campus Safety: Townsend Hall, 423-887-3976
3. Title IX Office: Dr. Scott Mashburn, Student Life Office, 423-746-5216, smashburn@tnwesleyan.edu
4. Counseling Services: Lynne Fry, Mosher Success Center, 423-746-5294, lfry@tnwesleyan.edu
5. Student Life Office: Colloms Campus Center, 423-746-5216
6. Student Involvement Office/Greek Life: Christina Sjoberg, Student Life Office, 423-746-5224, csjoberg@tnwesleyan.edu
7. Athletics Department: Donny Mayfield, Robb Gymnasium, 423-746-5290, dmayfield@tnwesleyan.edu
8. Local Law Enforcement: Athens Police Department (non-emergency), 423-745-3222

MAINTENANCE OF FILES AND RECORDS

The files of individuals (or any student organization) found responsible for violation of the Tennessee Wesleyan University Anti-Hazing Policy will normally be retained as a conduct record in the Student Life Office. Records maintained to comply with the Clery Act (including the Stop Campus Hazing Act) will be retained for the time period consistent with Clery Act records.

This policy shall be reviewed annually Vice President for Student Life to ensure compliance with applicable federal and state laws and university standards.