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Welcome to CSB Club Sports! Information in this manual is provided to inform participants of what they need to know to participate in club sports, and have a successful year. Additional information (forms, institutional policies, etc.) can be found online at:
http://www.csbsju.edu/club-sports-at-csb
http://www.csbsju.edu/csb-student-development/bennie-book

Club sports is intended to provide a highly competitive opportunity for women who chose to participate in sports not sponsored by the Division III MIAC Athletic Conference. Each club sport has its own national governing body regarding rules and regulations for participation. CSB has certain rules and expectations for participation as well. Club Sports are partially funded through the Student Life fee, team dues and fundraising, and are governed by elected leaders on each team.

As we go about the year, I invite you to review the Benedictine Values as a team. Discuss what they mean to all of you as a team, as individuals and as representatives of CSB to live these values out in your life, your work and your competition. May they fill your competitive spirit, guide you in triumph as well as in defeat, and provide a strong foundation for you and your teammates.

As an athlete, you are representing the College of Saint Benedict at every practice and competition on or away from campus. Because of your role as an athlete, you are known around campus as an athlete at CSB, even when engaged in activities away from your sport. Be that Courageous, Strong and Bold woman that so many others look up to. Inspire others to want to be YOU, and to know that CSB student-athletes are strong role models that people want their daughters and granddaughters to grow up to be. You have an amazing opportunity to be an athlete at CSB – embrace, enjoy and empower yourself and others!

I wish you all the best on a wonderful year!

Sincerely,

Marcia Mahlum
Assistant Dean of Students
College of Saint Benedict

Amanda Anderson
Assistant Campus Recreation Director
College of Saint Benedict
Our Benedictine Values

AWARENESS OF GOD
To look for God not in the abstract but in the ordinary events of every day.
“We believe that the divine presence is everywhere.” R. B. 19

COMMUNITY LIVING
To become who we are by our relationships with others.
“Let all things be common to all.” R. B. 33

DIGNITY OF WORK
To appreciate the dignity of work in God’s creation.
“…they live by the labor of their hands.” R. B. 48

HOSPITALITY
To offer warmth, acceptance, and joy in welcoming others.
“Let all…be received as Christ.” R. B. 53

JUSTICE
To work toward a just order in our immediate environment and in the larger society.
“…that in all things God may be glorified” R. B. 57

LISTENING
To hear keenly and sensitively the voices of persons and all created beings.
“Listen … with the ear of your heart.” R. B. Prologue

MODERATION
To be content with living simply and finding balance in work, prayer, and leisure.
“All things are to be done with moderation.” R. B. 48

PEACE
To strive for peace on all levels: with self, others, and God. R. B. Prologue

RESPECT FOR PERSONS
To respect each person regardless of class, background, or professional skill.
“No one is to pursue what is judged best for oneself, but instead, what is better for someone else.” R. B. 72

STABILITY
To cultivate rootedness and a shared sense of mission.
“To stand firm in one’s promises.” R. B. 58

STEWARDSHIP
To appreciate and to care lovingly for all the goods of this place.
“Regard all utensils as if they were the sacred vessels of the altar.” R. B. 31
Academic Eligibility

Academic Probation and Dismissal
Club athletes must maintain a minimum academic standard of a cumulative GPA of 1.8 or greater after the first semester of college and a 2.0 thereafter. To review the complete academic eligibility to participate in Club Sports, go to http://www.csbsju.edu/academics/academic-catalogs/2012-2013-catalog/academic-policies-and-regulations/probation.

Consequences of Academic or Disciplinary Probation
CSB/SJU students who are placed on academic probation are subject to the following consequences during the probationary semester:

- Are ineligible to participate in varsity athletics,
- May be ineligible to hold any office or representative position, including club sports and extracurricular activities,
- May not take a course for Satisfactory/Unsatisfactory (S/U) grading, unless course is only offered on an S/U basis,
- Are not eligible to receive an incomplete grade,
- Must earn 12 credits during probationary semester,
- Are expected to earn a grade of C or higher in all attempted courses,
- May experience a reduction of financial aid.

Academic Policies – extra curricular activities and class attendance
The College of St. Benedict and St. John’s University (CSB/SJU) recognize that a wide range of experiences contributes to the liberal education of a student and encourage students to seek extra-curricular activities that will enrich their college experience. At the same time, the two institutions uphold the primacy of the academic program. There is no necessary conflict between these two objectives. Please review the entire extra curricular policy to fully understand student responsibilities.

Students are expected to attend all class meetings for courses they are registered for. Please review the class attendance policy to fully understand student responsibilities.

Campus Vehicle Rental
Clubs and organizations can rent a campus vehicle as drivers have completed the required defensive driving program. For more information, refer to this website:
http://www.csbsju.edu/csb-security/defensive-driving

Online requests of a campus vehicle cannot be completed until the driver has successfully completed the defensive driving program. If you know that your team is going to be traveling throughout the year and potentially using a college vehicle, have your drivers complete the program as early as possible!

CSB club sport online vehicle request form:
http://www.csbsju.edu/club-sports-at-csb/budget-information
Athletic Training Services for Club Athletes

Teams that host a home game/tournament/performance on either the CSB or SJU campus are required to have an athletic trainer on site. Teams must turn in their home competition/performance schedule to Head Athletic Trainer Erin Ross (eross@csbsju.edu) 30 days prior to their season starting so that the sports medicine staff can evaluate availability. If a CSB trainer works your event, they will bring their own kit and supplies. If they cannot, your team will then need to hire a trainer at the team’s expense. Work with Director of Recreation if a trainer needs to be hired for your event.

Mission
Athletic Training Services will function to protect the health of, and provide a safe environment for, College of Saint Benedict (CSB) students participating in club sports. The mission of the Athletic Training Services is to prevent, manage, and rehabilitate athletic injuries. In addition, the goal is to help club sport athletes to return to play in a safe manner and as soon as possible.

ATC contact information and training room schedule:

Erin Ross, MS, AT/R
Head Athletic Trainer
Sports Medicine Department
HCC 17A Athletic Training Room
O: (320) 363-5095
C: (320) 492-1422
E: eross@csbsju.edu

Schedule:
A. Certified Athletic Trainer Services
   1. Office hours: 11:30 AM-6:30 PM Monday-Thursday; until 5:00 PM on Fridays.
   2. During scheduled home events requiring an ATC.
   3. By Appointment
   4. Evaluations, Treatment, Rehab, and referral services.

B. Sports Medicine Assistant availability
   1. 11:30 AM-9:00 PM Monday –Thursday; Until 7:00 PM on Fridays
   2. General First Aid, Ice, Heat, Stretching, Taping
C. Schedule Changes
   1. The Sports Medicine Department requests a 48-hour notice for schedule changes for both practices and games (weather permitting). This will allow the Sports Medicine Staff to make adjustments and schedule appropriate coverage if possible.

Administrative Policies-Athletic Training

A. Team Rosters
All Club teams must submit a list of names that are on their competitive roster each season. These athletes should be in regular attendance at practice and compete consistently in home and/or away competitions with your team. All rosters and any updates should be sent to Marcia Mahlum and she will send on to the CSB Sports Medicine office. Once we receive your competitive roster, we will confirm that these athletes have met the Requirements for Participation as outlined below. Athletes must be on both the team competitive roster and fully registered and approved by the CSB Sports Medicine Staff to see the Athletic Trainer. If you have new additions or drops to the competitive roster, you must inform Marcia Mahlum as soon as possible so they are on the eligible list. She will communicate all updates with our office.

B. Requirements for Participation
Before the season starts, athletes will need to complete the following before they may practice or compete:
   1. Medical Physicals and Medical History
      Medical Physicals: All student-athletes that are first years or are joining a team for the first time are required to have a completed medical physical no more than 6 months prior to the start of their season.
      Medical History: All athletes are required to complete a medical history questionnaire on ATS every year no more than 6 months prior to the start of their season.
   2. Athlete Medical Release Forms
      Each academic year all club athletes must have the following items submitted to the athletic training room before being cleared to participate in practices and games:
      a. Updated ATS information (includes athlete information, health history, and health insurance information).
      b. Completion of all paperwork in Front Rush (including Acknowledgment of Insurance Requirements and Injury and Illness Reporting Forms).
      c. Baseline ImPACT (Immediate Post-Concussion Assessment and Cognitive Testing) will be administered by the Sports Medicine Staff to all incoming athletes participating in the following club sports: Lacrosse, Rugby, Figure Skating, Volleyball and Ultimate Frisbee. ImPACT testing will be done as early in preseason as possible and scheduled with the assigned ATC.
      d. The CSB Sports Medicine staff may require a further or more detailed medical evaluation of a student athlete based on any changes in their medical condition and/or as found in their physical/health history.
      e. Athletes under 18 will need to get these forms from the Sports Medicine department ahead of their due date to obtain parent signature prior to meeting with athletic trainer.

C. Injury Reporting
   1. Coaches and/or team captains will be asked to set aside time during their preseason meeting or from their first practice for the Sports Medicine Staff to explain training room policies and procedures to their team.
a. It is the athlete’s responsibility to make sure they have seen the ATC as soon as possible after sustaining an injury.
b. Athletes should be sure to inform their coaches when they are seeing the ATC.
c. No athlete may return to practice, game or competition following an injury until she has been released to do so by the athletic trainer and if necessary, by the team physician.
d. Athletes may also confer with CSB Health Services.
e. Athletes may choose to see their Primary Care Provider.
   i. The CSB Sports Medicine Department reserves the right to review any medical clearance issues with the CSB team physician prior to allow any athlete to return to practice or competition.
f. Failure to comply with medical policies may result in ineligibility to practice or compete, inadequate treatment and/or unnecessary costs charged to the athlete.

2. The health care provider will have absolute authority in determining the health status of an athlete who wishes to participate in the athletic program. They are the final authority in determining whether or not athletes should be permitted to take part in a given sports activity and when, following injury, they should be allowed to re-enter competition.

3. Any type of file or record is a legal document and it must be kept up to date and remain on file for the duration of the athlete’s participation period at CSB and will be placed in a non-active file in ATS after graduation.

4. For injuries that may occur at away contests, or practice outside of athletic training room hours, the participant/coach must report the incident within 48 hours of the occurrence of an injury. The Club Sports Athletic Trainer assigned to that sport should be contacted as early as possible by phone in the event of a serious injury or illness.

5. In the event of an emergency during a home contest or practice, call the Certified Athletic Trainer assigned to your sport. Stay calm while waiting for the Athletic Trainer to arrive and do not move the person. If you are unable to reach the ATC, please call Security at 320-363-5000 or 911. If the athlete is in need of first aid, ice, stretching or taping the Student Sports Medicine Assistant working will provide care. The SMA working will notify the ATC if necessary.

D. Care, Prevention & Treatment Policies

1. Pre-Season and In-Season Sports
   a. Athletes are encouraged to schedule an appointment for injury assessment or rehabilitation or may walk-in during office hours. Athletes with an appointment will be given first priority.
   b. May schedule unlimited rehabilitation appointments per week.
   c. May check out preventative equipment (i.e. ankle braces, crutches, etc.)
   d. May request pre-practice tape.
   e. Full access to injury ice.

2. Out-of-Season Sports
   a. Unless it is an emergency, athletes are encouraged to seek care at the CSB Health Center. However, those athletes who are still receiving treatment from in-season injuries are encouraged to continue treatment and rehabilitation.
   b. At the conclusion of season, athletes must return preventative equipment checked out.

E. Insurance, Fees & Billing

Participants are responsible for assuming all financial obligations incurred for treatment of any injury or illness that may be sustained as a result of participation in Club Sports. CSB provides no insurance coverage for participants; therefore, the student-athlete must have proof of accident/medical insurance that is equal to or greater than that offered by the CSB Student Health Insurance Plan.
No fees will be billed to athletes or insurance to see the Athletic Trainer in the Sports Medicine Department as those services are provided by Club Sports.

F. Referrals
The Sports Medicine Department is able to refer CSB Club Sport Athletes to see a Physician or Physical Therapist at St. Cloud Orthopedics/Orthopedic Sports Center. If there is a non-orthopedic injury or illness, the Sports Medicine Department can refer an athlete to the CSB Health Center, nearby clinic or St. Cloud Hospital for treatment. The student athlete is responsible for all medical bills associated with the referral of care.

1. If a club sport athlete chooses to see a medical professional that is not referred by the CSB Sports Medicine Department, the athlete is required to submit copies of any medical documents as proof of care and clearance for participation.

Emergency Management Procedures
Reasonable attention to all possible preventive measures will not eliminate sports injuries. Each scheduled practice or contest of an institution-sponsored club event, as well as out of season practices and skill sessions will follow the policies below.

Lightening
All events taking place outdoors will follow the NATA, NCAA and MIAC guidelines for lightening-safety. The guidelines will be discussed with the head coach and officials on a case by case basis. The final decision will always rest with the ATC overseeing the event.

Concussion
All club sport athletes are required to follow CSB’s Return to Play and Return to Learn protocols. Upon the athlete’s diagnosis with a concussion no matter the severity, they will be given a copy of these policies and a plan will be developed for their return to play. Other departments that may be involved in this include but are not limited to, Counseling and Health Promotions, Student Accessibility Services, Academic Advising, CSB Athletic Department and Campus Recreation.

Required Team Leadership Positions & Team Rosters

Team media lead - Each team is required to appoint a student media lead. This person is responsible for submitting rosters, game schedules, pictures and game recaps to our Sports Information Director. It is expected that the team submit information that allows our Sports Information office to maintain an updated website.

Team accountant – This person is responsible for submitting all the payments, ordering of clothing/supplies, etc. for the team. They must be familiar with the required timelines, forms and policies that govern this work. Team representatives must go through the Campus Rec office in order to process payment or ordering, no exceptions.

Team captain(s) – This person(s) is the primary contact person between the team and the Campus Recreation office. They must know the policies, procedures and expectations of the teams, and uphold these policies in all activities for the team. It is
important to stay in regular contact with the Director throughout the year about the happenings of the team, challenges, opportunities, etc.

**Team Rosters** - Teams are required to submit a complete team roster at the beginning of fall semester to Marcia Mahlum. The roster should identify all those in leadership positions as well. If there are additions, these names need to be sent to Marcia Mahlum as well. Marcia will send a copy of the team roster to the athletic training room.

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**Post-Season Tournaments/National Competitions**

In order for your club team to participate in post-season tournaments, your team must:

1. Qualify outright for the tournament and/or in first round of invites to play in the tournament. Teams cannot accept bids to tournaments/Nationals because other teams did not accept their bid. (Ex. If league takes 8 for tournament {4 automatic qualifiers and 4 at large or a combination similar}, as long as CSB is part of that initial 8 selected, CSB qualifies for the tournament).
2. Review comprehensive budget (travel, lodging, food, tournament fees, etc.) with Marcia Mahlum. **TEAMS MUST HAVE A MINIMUM OF $12,000 IN THEIR ACCOUNTS AND AVAILABLE FOR NATIONAL COMPETITION TRAVEL.** Fundraise early!
3. Submit spontaneous funding request and present to the CSB Senate funding. This can be done ahead of time and funding would be given pending qualification.
   [https://sharepoint.csbsju.edu/sald/Pages/expense_approval_request.aspx](https://sharepoint.csbsju.edu/sald/Pages/expense_approval_request.aspx)
4. If there is funding needed beyond what the team has in their allocated & generated accounts and what was given through the spontaneous funding process, the team will have to secure any additional funds needed. This could be done by soliciting donations but this MUST be approved before proceeding by the Assistant Dean of Students and Institutional Advancement.

***Teams need to plan throughout the year so they are financially prepared for the expenses of these tournaments. The college, Campus Recreation or other departments on campus are not responsible for the funding of these tournaments. On average, to fly a team of 22-24 for a tournament, it will be between $18,000-$22,000 depending on many factors. If your team is a serious contender for post-season play/nationals, a financial and fundraising plan needs to be in place to support such opportunities. Unfortunately, your sponsoring league organizations do not fund travel like the NCAA does for post-season play, so it is left to each individual team to fund their way.***
Forms/Promotional Information

Forms that must be completed for the following are available online at:
http://www.csbsju.edu/club-sports-at-csb/forms-policies

It is the expectation that team leaders are familiar with these forms and policies that govern the work of club sports.

Budget Information

The forms, policies and processes are required to obtain approval BEFORE spending allocated and generated club funds and avoid out of pocket expenses. Failure to follow these policies and processes could result in a club spending freeze and/or inability to reimburse for out of pocket expenses. All forms must be turned into Marcia Mahlum for approval.

Adhering to required timelines is important as this requires the Campus Recreation office to work with other departments on campus to complete the work.

All forms, policies and processes for purchasing, reimbursements, transportation, travel, fundraising and others are available online at http://www.csbsju.edu/club-sports-at-csb/budget-information

This budget information is critical for team captains, officers and team leaders to review and know in order to complete the business of the team throughout the year. General club sport participants do not need to be familiar with this information. Captains, officers and team leaders should review this information online. It will also be reviewed at a fall team leadership meeting.
Apparel, Uniform and Equipment Approval

The College of Saint Benedict is committed to investing in athletics as a vital component to realizing the Holistic and Transformational Development of Women, as defined in Strategic Directions 2020. To that end, we are building a comprehensive brand, which will align facilities, athletes and programs under one brand platform. This includes intercollegiate athletics, club sports and campus recreation.

This combined brand will elevate and increase visibility for all our athletes on the local, regional and national level and create a strong tie to the overall brand for the College of Saint Benedict.

PLAN YOUR ORDERS EARLY! ALLOW ENOUGH TIME FOR PRODUCTION AND DELIVERY!

All orders for equipment, apparel, uniforms or costumes must follow these guidelines/steps:
• Any apparel, uniforms and/or costumes worn by the team or parents, or items sold for a fundraiser or giveaways, MUST be approved by the CSB Assistant Dean of Students or designee before ordering can proceed. Even if this is a re-order of the same items from the previous year, all designs must be re-submitted for review and approval before proceeding.
• As of fall 2017, all uniforms and costumes worn by the team during a competition and performance must be red, white, black or grey. Any exceptions to this must be reviewed with CSB Assistant Dean of Students prior.
• Clothing and product designs that conflict with the CSB/SJU mission will not be approved.
• Product designs that compete with items sold in the CSB/SJU bookstores will not be approved.

1. Review the logo options on the club sports website for your team. Mark down your desired logo number(s).
   i. The logo options in the deck provided cannot be modified in any way by the team or the vendor.
   ii. Any desired modifications/additions must be submitted to the CSB Assistant Dean of Students who will then review with the Office of Marketing and Communications.

2. Obtain a quote from the company for desired product.
   i. If apparel/uniforms are being ordered, they should provide a colored mockup of the front/back of apparel/uniform for review.

3. Send a copy of design images to the CSB Assistant Dean or her designee for review and approval.

4. Once approved and the team is ready to proceed with the order, complete the purchase order request form.
   i. A purchase order is the preferred method of payment from the college. The Campus Recreation office issues the purchase order for the team.
   ii. If it is a company that only processes online orders, then complete the online purchase order request.
      Send a link to the exact product from the online company website.
   iii. If this is a new vendor, a W9 is needed from the company and submitted with the request.
      iii. Fill out the forms completely. Missing information or concerns with the order will delay processing.

5. All orders must be shipped to the CSB Campus Recreation office. Teams cannot pick up their orders or have them shipped elsewhere. ANY exceptions to this must be reviewed and approved by the Director.

6. Once order arrives, the Campus Recreation office reviews orders, quantities shipped, etc. and notifies the team items are ready for pick up. Campus Recreation office then receives the order in the purchasing system, so the company is then paid for their products.

Expense Approval
• All purchases, rentals, etc must be approved by Marcia Mahlum or Amanda Anderson before proceeding – NO EXCEPTIONS!
• REMEMBER, allocated funds cannot be used to produce items for fundraising.
• Pre-sale of items not yet produced is prohibited.
Solicitation Permit
You must obtain a permit to sell or distribute items on campus...even if you are giving items away for free. Call x5254 and a Student Activities student manager will complete a permit for you.

Taxable Sales
If a team sells an item other than clothing and food, the proceeds from the sale are taxable. Teams that sell taxable items must complete the following steps:
• The proceeds of the sale must be deposited into your CSB generated account.
• Connect with Marcia Mahlum to process deposit.
• Marcia Mahlum will communicate with the business office the taxable amount (7.375% of sale) to be taken out of your generated account to pay the sales tax.

If your team charges an entry fee for any event you host, that profit is also taxable. Same process applies.

If you have questions of whether your items are taxable, talk with Marcia or her student staff to find out the answer.
Alcohol Policy

Student Clubs and Organizations
*this information is from the Student Activities Office. Some information may/may not pertain to club sports as much as other student clubs, but good information to reference.

1. Alcohol service may only be provided by SJU Dining Services, CSB Culinary Services or another licensed vendor.
2. Events where alcohol is served require an alcohol permit from the Director of Student Activities and Leadership Development. The Director of Student Activities and Leadership Development, in consultation with the Director of Life Safety Services or Director of Campus Security, has the administrative authority to grant or withhold permits for events serving alcohol to students.
3. Student clubs and organizations may not use allocated student activity fee funds or club, organization or other generated revenue (e.g. t-shirt sales, membership fees) to purchase alcohol for any club or student event.
4. The sale or availability of alcoholic beverages at an event may not be advertised (e.g., ads in The Record, any kind of electronic posting such as e-mail, Facebook, other social media outlets, posters, bulletin boards).
5. Student clubs and organizations may not sponsor or promote an event with alcohol, on or off-campus, that uses alcohol or alcohol specials to attract attendance.
6. Student clubs and organizations, including but not limited to student media, may not promote the use or purchase of alcohol in any advertisement, or use the name or alcohol products of any beverage distributor in the advertisement or promotion of an event.
7. Public notice of parties on bulletin boards, emails, electronic social networks such as Facebook or other forms of social media, or by any other means is prohibited.
8. Events with alcohol must include a comparable amount of non-alcoholic beverages and food that lasts the duration of the event.
9. Events with alcohol must not allow any form of drinking game or contest.
10. Members of student clubs and organizations are not allowed to consume alcohol while participating in club or organizational meetings, activities, or competitions.
11. Members of student clubs and organizations must supervise events with alcohol with members who do not consume alcohol.
12. Alcohol is not to be stored in student club or organization offices.
13. Possession or use of alcohol in motor or recreational vehicles on college, club, or organization student activity fee sponsored trips is not permitted.
14. Members of student clubs and organizations hosting events with alcohol are held responsible for the legal and responsible use of alcohol, as well as any illegal use of alcohol, by spectators or event participants.
Hazing

What is Hazing?
Hazing is defined as any action taken or situation created by an individual or group, intentionally or unintentionally, whether on or off college or university premises, to produce mental or physical discomfort, embarrassment, harassment, ridicule, or in any way demean the dignity of another human being. Initiations, however explained, or activities that imply, encourage, condone, or allow students to misuse alcohol or other drugs, violate the law, or commit unethical, immoral, or inappropriate behavior are explicitly forbidden.

CSB/SJU Hazing Policy: Reviewed and Approved August, 2015
The mission of the College of Saint Benedict is to provide for women the best residential liberal arts education in the Catholic university tradition. The college fosters integrated learning, exceptional leadership for change and wisdom for a lifetime. The College of Saint Benedict designs programs to meet the needs and aspirations of young women, emphasizing women’s leadership and a personal development profile that includes intellectual, spiritual, emotional and physical development. In support of this mission, the College unconditionally prohibits all hazing by students, student organizations, athletic teams, and employees. Our goal is that every student on this campus will be free from the humiliation and danger of hazing. Additionally, in accordance with Minnesota State Law, hazing of any kind is strictly forbidden by the College of Saint Benedict and subject to severe sanction.

Hazing is defined as any action taken or situation created by an individual or group, intentionally or unintentionally, whether on or off college or university premises, to produce mental or physical discomfort, embarrassment, harassment, ridicule, or in any way demean the dignity of another human being. Initiations, however explained, or activities that imply, encourage, condone, or allow students to misuse alcohol or other drugs, violate the law, or commit unethical, immoral, or inappropriate behavior are explicitly forbidden.

Incidents of hazing at CSB or SJU should be reported to a college official including but not limited to a coach, a club advisor, the human rights officer, the CSB or SJU dean of students, or CSB Security or SJU Life Safety Services.

Individuals involved with hazing may be suspended, expelled and/or face additional sanctions which may include the college or university referring the case to outside law enforcement agencies.

Recognized student organizations, clubs, club sports or athletic teams which may be involved with hazing may be sanctioned by withholding of college/university funds; suspension of the organization, club, or team status or charter; disqualification for funds, space or activities; forfeiture of games/meets or events; suspension from meeting or playing for the duration of the season; and/or disqualification from recognition and awards.

• Hazing IS NOT a team building opportunity - it breaks a team, the individuals involved and the reputation of the team.
• Hazing is an act of power and control over others.
• There is no such thing as agreeing to be hazed - you are either a victim or an assailant.
• It is premeditated. You don’t accidentally haze someone.
• Malicious intent is not a pre-requisite for hazing.
• It is any activity that causes mental anguish or physical discomfort.

"Hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses or endangers them, regardless of a person’s willingness to participate."