

UC MERCED HAZING PREVENTION PLAN

1. Introduction

The purpose of UC Merced's Hazing Prevention Plan is to ensure compliance with the Federal Stop Campus Hazing Act and the California Stop Campus Hazing Act (AB 2193). This plan covers the following:

- Definition of hazing
- Hazing prevention compliance regulations
- Training and education programs
- Reporting mechanisms and support services
- Accountability and enforcement
- Evaluation and transparency reporting requirements
- Resources and contacts

2. Definition of Hazing

The Federal Stop Campus Hazing Act defines hazing 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--(I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and (II) 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..." ([H. R. 5646- Stop Campus Hazing Act](#)).

The California Stop Hazing Act (AB 2193) defines hazing as, "...a method of initiation or preinitiation into a student organization or student body that is likely to cause serious bodily injury to a former, current, or prospective pupil of a school. Hazing does not

include customary athletic events or school-sanctioned events,” ([A.B. 2193- Hazing: educational institutions: prohibition and civil liability: reports and resources](#)).

In order to ensure compliance with both the federal and state law hazing definitions, University of California’s Office of the President (UCOP) has adapted the following definition of hazing: “Participation in hazing or any intentional, knowing, or reckless act, activity, or method committed by a person (whether individually or in concert with other persons) against another person or persons, including current, former, or prospective students, regardless of the willingness of such other person or persons to participate, that is committed in the course of a preinitiation, an initiation into, an affiliation with, or the maintenance of membership in, an official or unofficial student organization or other student group that i) 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 personal degradation or disgrace, and/or ii) the person knew or should have known was likely to cause serious bodily injury,” ([PACAOS 100.00](#)). This definition has been adopted by UC Merced and can be found in the [Student Handbook](#).

3. Hazing Prevention Compliance Regulations

The UC Merced Hazing Prevention Coalition and Compliance Committee has been charged with the responsibility for the university’s compliance with all applicable state and federal laws as they relate to hazing and hazing prevention. Their responsibilities include, but are not limited to:

- Reviewing and recommending updates to university policies and procedures related to hazing prevention and response.
- Coordinating educational initiatives and awareness campaigns for students, faculty, and staff.
- Monitoring compliance with state and federal hazing laws, as well as

institutional standards.

- Advising on reporting mechanisms.
- Collaborating with campus and community stakeholders to promote a unified approach to hazing prevention.

Tribal Law Requirements

In addition to the previously mentioned responsibilities, UC Merced's Hazing Prevention Coalition and Compliance Committee must also comply with any tribal laws relevant to hazing per the [Jeanne Clery Campus Safety Act](#). There are currently no relevant tribal laws for UC Merced to follow regarding hazing.

Hazing Prevention Coalition and Compliance Committee Membership

The coalition will consist of representatives from the following offices: Office of Student Involvement (OSI), Office of Student Rights and Responsibilities (OSRR), Risk Services, Ethics and Compliance, UC Merced Police, Clery, Housing and Residence Education, Student Health Services, Counseling and Psychological Services (CAPS), Health Promotion, the Campus Advocacy, Resources and Education Office (CARE), the Office for the Prevention of Harassment and Discrimination (OPHD), the Dean of Students, Athletics and Recreation, and New Student Orientation. The current membership can be found on the [UC Merced Hazing Prevention website](#).

Hazing Prevention Workgroup

The Hazing Prevention Workgroup has been tasked with collaborating with key campus partners to ensure compliance with relevant federal and state laws related to hazing. As such, the workgroup is responsible for the following:

- Discussing, evaluating, and presenting their findings to the Coalition regarding ways of improving university policies and procedures, educational initiatives, compliance with relevant hazing laws, disciplinary and reporting procedures, and campus collaboration.

The Workgroup will consist of administrators from the Office of Student Rights and Responsibilities (OSRR), Office of Student Involvement (OSI), and Athletics and Recreation. The current membership can be found on the [UC Merced Hazing Prevention website](#).

4. Training and Education Programs

Both state and federal laws dictate that training and education programs must be made available at the university, however there are differences in when trainings are delivered and who is trained.

State Law Requirements

California state law requires that “comprehensive hazing prevention and outreach programs” be made available for every incoming student’s orientation as well as annually for all athletic teams and affiliated fraternities/sororities ([A.B. 2193](#)). In order to meet state law requirements, trainings must cover:

- Information on hazing awareness and prevention
- Institutional policies on hazing or related to hazing
- Procedures to report hazing
- Bystander intervention in hazing scenarios
- Resources

Federal Law Requirements

Federal law requires that “research informed campus-wide prevention and awareness programs” be designed to reach all staff, students, and faculty ([H. R. 5646](#)). Additionally, these programs must discuss key topics such as:

- How to report hazing
- The hazing investigation process
- Jurisdictional laws

- Prevention strategies to stop hazing

Mandatory Hazing Prevention Education

All new incoming students (including graduate students), athletes, and fraternity/sorority members will receive mandatory training on university policies related to hazing, how to report hazing, how hazing is investigated, ways to prevent hazing, bystander intervention strategies, and available resources. Training also must occur annually for all athletic teams and affiliated fraternities/sororities. This will occur on several different levels:

- **Student Orientations**
 - Students will be informed of a mandatory training that they will need to complete as part of their orientation.
- **Registered Clubs and Organizations**
 - A hazing prevention workshop will be given to all Registered Clubs and Organizations' leaders during the required training. These leaders will then be responsible for training their club members on hazing prevention.
- **Fraternity and Sorority Life**
 - New Member Conference
 - All newly initiated Fraternity and Sorority Life members must attend a conference in which they receive presentations and workshops about hazing prevention.
 - Hazing Prevention Presentations
 - Each chapter of a fraternity or sorority are required to receive a hazing prevention presentation annually within the academic year.
- **Athletics**
 - Student Athletes and Staff
 - An annual mandatory meeting is held for student athletes where the topic of hazing is discussed. Additionally, another meeting is

held for staff. In these meetings, it is emphasized that hazing is not tolerated. Additionally, examples of hazing are provided, along with penalties for hazing. Lastly, the impact of hazing on the community and victims of hazing is discussed.

- **Staff and Faculty**

- Staff and faculty will be provided hazing prevention training through the Abusive Workplace policy training provided by Employee and Labor Relations.

5. Reporting Mechanisms and Support Services

Anyone can file a report on hazing regardless of whether they are students, faculty, staff, or non-affiliates of the university. Hazing can be reported several different ways. The preferred method for reporting hazing incidents is by filing a report directly on the [Hazing Prevention website](#), the [Office of Student Rights and Responsibilities website](#), or via email at hazing@ucmerced.edu. Reports can also be made in-person with representatives from the Office of Student Rights and Responsibilities (OSRR) or the Office of Student Involvement (OSI).

Please note that while anyone may file a report of hazing, if you are a Responsible Employee through the University, you may have additional reporting responsibilities. These responsibilities include, but are not limited to, [CANRA](#) for child abuse and OPHD for prohibited conduct that violates the [SVSH policy](#) or UC [Anti-Discrimination Policy](#). To see a complete list of reporting responsibilities, please visit the [Reporting Resource Hub](#).

Anonymous Reporting System

Anyone may report hazing and has the option of reporting anonymously. Anonymous reports can be made through the [Hazing Prevention website](#), the Office of Student Rights and Responsibilities website, or via email at hazing@ucmerced.edu. It is important to note, however, that anonymous reports can limit the university's ability to follow-up on alleged hazing incidents.

When to Report Hazing

Anyone can report hazing incidents. If someone is unsure if their incident is hazing, they are encouraged to report the matter so the responsible office(s) can determine if hazing has occurred. If you would like schedule a consult to see if your incident is hazing, you can email us at hazing@ucmerced.edu. It is important to note that if you are employed by the university in any capacity, you may have reporting obligations under the [Abusive Conduct in the Workplace Policy](#).

Reporting Procedure

Once a report is received, it will be shared with both the Office of Student Rights and Responsibilities and the Office of Student Involvement. Reporting parties may be contacted to provide additional information and to ensure resources are provided, if needed. These offices will then assess what next steps should be taken, which may include referrals to the Office for the Prevention of Harassment and Discrimination and/or UC Merced Police Department.

It's important to note that hazing allegations may be investigated under different policies. For allegations of hazing by students, the [UC Merced Code of Student Conduct](#) will be used; hazing allegations by staff, non-affiliates, or faculty will be investigated using the [Abusive Conduct in the Workplace Policy](#).

A full outline of the reporting procedure can be found on [UC Merced's Hazing Investigation Protocol](#).

All hazing allegations will be reported to the Clery Coordinator as required by the [Stop Campus Hazing Act](#). All reports that have a finding of a Hazing violation will be reported biannually on the transparency report available on the [UC Merced Hazing website](#).

Support Services

A list of resources for mental health support, including crisis intervention services and support for students, are provided on the [Hazing Prevention website](#). These resources are also outlined in the “[Resources](#)” section in this document.

6. Accountability and Enforcement

All reports that are assessed to have hazing or student code of conduct violations will be investigated. In cases where it has been determined hazing occurred, steps will be taken to ensure the responsible members and/or groups are held accountable for their actions. Actions for those found responsible for hazing will include sanctions that are outlined in the policy used to investigate the hazing allegation. For students, these sanctions will align with [UC Merced’s Code of Student Conduct](#). For faculty, staff, or non-affiliates, these sanctions will align with the [Abusive Conduct in the Workplace Policy](#).

More information on accountability and enforcement can be found on [UC Merced’s Hazing Investigation Protocol](#).

7. Evaluation and Transparency Reporting

UC Merced’s measures to prevent hazing will be evaluated on an ongoing basis. The Hazing Prevention Workgroup will meet on an annual basis. During these meetings, they will evaluate current hazing prevention policies and programs to determine their overall effectiveness and generate areas of improvement to be discussed with the Hazing Prevention Coalition and Compliance Committee. The Coalition will also meet on an annual basis. During their meetings, they will review the Workgroup’s findings and make updates as needed.

As stated earlier, all hazing allegations will be reported to the Clery Coordinator as required by the [Stop Campus Hazing Act](#). All reports that have a finding of a Hazing violation will be reported biannually on the transparency report available on the [UC](#)

[Merced Hazing website](#). This transparency report will include the following details: This transparency report will include the following details:

- Name of the student organization
- A description of the violation
- The date the incident was alleged to have happened
- Whether the violation involved drugs or alcohol
- The UC's findings and sanctions
- The date the investigation was initiated and the date it ended with a hazing violation finding
- The date that the UC provided notice of the outcome to the organization

8. Conclusion

This Hazing Prevention Plan reflects UC Merced's commitment to the principles of safety, respect, and inclusivity, ensuring that all students have the opportunity to thrive in an environment free from hazing. As such, the university will adhere to all relevant federal and state laws by continuing to promote awareness, education, and accountability to prevent hazing. If you have any questions regarding this Hazing Prevention Plan, please contact the Hazing Prevention Coalition and Compliance Committee at hazing@ucmerced.edu.

9. Resources

In an effort to ensure that our campus community is supported, below is a list of campus and non-campus resources related to hazing.

Confidential Campus Resources

- **Counseling and Psychological Services**
 - Office: 209-228-4266

- After hours crisis line: 209-228-4266 and press 1 after the prompt
- Email: counseling@ucmerced.edu
- Website: <https://counseling.ucmerced.edu/>
- Hours: Monday-Friday 8 a.m. to 4:30 p.m.
- Location:
 - Health and Athletics Center 2nd Floor 5200 N. Lake Road Merced, CA 95343
- **CARE Office**
 - 209-228-4147
 - Email: ucmcare@ucmerced.edu
 - Website: <https://care.ucmerced.edu/>
 - Hours: Monday-Friday 9 a.m. to 5 p.m.
 - Location:
 - Kolligian Library Suite 107 5200 N. Lake Road Merced, CA 95343
- **Ombuds Office**
 - 209-228-4410
 - Website: <https://ombuds.ucmerced.edu/>
 - Hours: Monday-Friday 8 a.m. to 5 p.m.
 - Location:
 - Student Services Building Room 213 5200 N. Lake Road Merced, CA 95343

Non-Confidential Campus Resources

- **Campus Police**
 - Emergency line 911 or 9-911 on a campus phone
 - Non-emergency dispatch line 209-228-2677
 - Business line 209-228-8273
 - Email: police@ucmerced.edu
 - Website: <https://police.ucmerced.edu/>

- Lobby's hours: Monday-Friday 8 a.m. to 5 p.m.
- Location:
 - UC Merced Police Department 5200 N. Lake Rd, Merced, CA 95343
- **Office of Students Rights and Responsibilities**
 - 209-228-0069
 - Email: osrr@ucmerced.edu
 - Website: <https://osrr.ucmerced.edu/>
 - Hours: Monday-Friday 9 a.m. to 5 p.m.
 - Location:
 - Kolligian Library Suite 113 5200 N. Lake Road Merced, CA 95343
- **Office of Student Involvement**
 - 209-228-2458
 - Email: studentinvolvement@ucmerced.edu
 - Website: <https://studentinvolvement.ucmerced.edu/>
 - Hours: Monday-Friday 8 a.m. to 5 p.m.
 - Location:
 - Granite Pass 166 5200 N. Lake Road Merced, CA 95343
- **Dean of Students, Office of Student Affairs**
 - 209-228-4482
 - Email: icurl@ucmerced.edu
 - Website: <https://studentaffairs.ucmerced.edu/dean-students>
- **Hazing Prevention Coalition and Compliance Committee**
 - Email: hazing@ucmerced.edu
 - Website: <https://hazing.ucmerced.edu>
- **Office for the Prevention of Harassment and Discrimination**
 - 209-413-4652
 - Email: ophd@ucmerced.edu
 - Website: <https://ophd.ucmerced.edu/>
 - Hours: Monday-Thursday 9 a.m. to 3 p.m. and Friday by appointment only

- Location:
 - Kolligian Library Room 323 5200 N. Lake Road Merced, CA 95343
- **Fraternity and Sorority Life**
 - Email: fsl@ucmerced.edu
 - Website: <https://fraternitysorority.ucmerced.edu/>
- **Risk Services**
 - 209-386-3079
 - Email: riskservices@ucmerced.edu
 - Website: <https://risk.ucmerced.edu/>
- **UC Merced Law Clinic**
 - Emails:
 - Lawclinicucm@gmail.com
 - Lawclinic@ucmerced.edu
 - Jromero110@ucmerced.edu
 - Website: <https://lawclinic.ucmerced.edu/>
- **Health Services**
 - 209-228-2273
 - Website: <https://health.ucmerced.edu/>
 - Hours:
 - Monday, Wednesday-Friday 8 a.m. to 4:30 p.m.
 - Tuesday 9:30 a.m. to 4:30 p.m.
 - Location:
 - H. Rajender Reddy Health Center 5200 N. Lake Road Merced, CA 95343
- **Bobcat Safety App**
 - Free to download and available to anyone with a UC Merced email address, the app provides quick access to essential resources and communication tools, including:
 - Emergency Contacts for both on- and off-campus incidents

- Mobile Blue Light feature, allowing your real-time location to be shared with UC Merced Police during emergencies
- Friend Walk, which lets a friend follow your location in real time to ensure you reach your destination safely
- Tip Reporting directly to UC Merced Police
- Campus Partner Contacts for quick connection to key campus support services
- Campus Maps, including AED (Automated External Defibrillator) locations
- Police Services to support the safety and security of students, staff and faculty
- Emergency Plans and Guidelines to help you stay prepared

Non-Campus Resources

- **Stop Hazing Website**
 - <https://stophazing.org/>
- **Hazing Info Website**
 - <https://www.hazinginfo.org/>
- **National Hazing Hotline (for fraternities/sororities)**
 - 1-888-NOT-HAZE or 1-888-668-4293
- **With Us Center for Bystander Intervention at CalPoly**
 - <https://www.withus.org/about>

10. References

Federal and State Laws and Regulations

- [Federal Stop Campus Hazing Act \(HR 5646\)](#)
- [California Stop Campus Hazing Act \(AB 2193\)](#)
- [Child Abuse and Neglect Reporting Act \(CANRA\)](#)

- [Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990](#)

University of California Policies and Procedures

- [Policies Applying to Campus Activities, Organizations, and Students \(PACAOS\)](#)
 - [PACAOS 100.00- Policy on Student Conduct and Discipline](#)
- [Abusive Conduct in the Workplace](#)
- [Anti-Discrimination](#)
- [Sexual Violence and Sexual Harassment](#)

UC Merced Policies and Procedures

- [UC Merced Student Handbook: Policies Applying to Campus Activities, Organization, and Students \(PACAOS\)](#)
 - [UC Merced's Code of Student Conduct.](#)

Relevant Websites and Resources

- [UC Merced Hazing Prevention website](#)
- [Office of Student Rights and Responsibilities website](#)
- [Reporting Resources Hub website](#)

UC MERCED HAZING INVESTIGATION PROTOCOL

UPDATED 10/17/2025

1. Purpose

The University of California, Merced is committed to providing a safe and inclusive environment free from hazing. This protocol outlines the procedures for reporting, investigating, and resolving allegations of hazing involving students, student organizations, or university-affiliated groups.

2. Definition of Hazing

The follow hazing definition in PACAOS 100 was updated June 23, 2025, and adopted by UC Merced: “Participation in hazing or any intentional, knowing, or reckless act, activity, or method committed by a person (whether individually or in concert with other persons) against another person or persons, including current, former, or prospective students, regardless of the willingness of such other person or persons to participate, that is committed in the course of a preinitiation, an initiation into, an affiliation with, or the maintenance of membership in, an official or unofficial student organization or other student group that i) 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 personal degradation or disgrace, and/or ii) the person knew or should have known was likely to cause serious bodily injury.”

3. Scope

This protocol applies to all UC Merced students, including but not limited to:

- Recognized student organizations, clubs, and sports teams
- Fraternities and sororities
- Any university-affiliated group or event

4. Reporting Hazing

Reports of hazing may be submitted by any member of the campus community or public.

Reporting Options

There are several options when reporting hazing.

- **Online:**
 - **Hazing Prevention Website:** <https://hazing.ucmerced.edu/>
 - **OSRR:** <https://osrr.ucmerced.edu/file-report>
 - **Office of Student Involvement:**
<https://fraternitysorority.ucmerced.edu/form/contact-us>
- **By Email:**
 - **Hazing Prevention Coalition:** hazing@ucmerced.edu
 - **Office of Student Rights and Responsibilities:** OSRR@ucmerced.edu
 - **Office of Student Involvement:** studentinvolvement@ucmerced.edu
- **By Phone:**
 - **Office of Student Involvement:** (209) 228-2458
 - **Office of Student Rights and Responsibilities:** (209) 228-0069
- **In Person:**
 - Reports can be made in-person with representatives from the Office of Student Rights and Responsibilities or the Office of Student Involvement.

Anonymous Reports

Anonymous reports are accepted and will be investigated to the fullest extent possible.

Anonymous reports can be made through the [Hazing Prevention website](#), the [Office of Student Rights and Responsibilities website](#), or via email at hazing@ucmerced.edu.

While anonymous reports are accepted, they can limit the university's ability to follow up on alleged hazing incidents if they are lacking details such as:

- Contact information
- Dates, times, or locations of alleged hazing incidents
- Names of involved people or groups

- A narrative of what happened

Reports without enough detail may not justify a formal investigation and might instead lead to informal educational follow-up with the student organization or students that allegedly engaged in hazing.

5. Initial Review Process

Upon receiving a report:

Acknowledge Receipt: The reporting party will be informed that the report was received unless the report was submitted anonymously.

Conduct Preliminary Assessment: When a report is received it will be shared with the Office of Student Rights and Responsibilities (OSRR) and the Office of Student Involvement (OSI). OSRR and OSI will assess the report to see if it involves hazing or other violations to the Student Code of Conduct, and thus merits further investigation. Additionally, OSRR and OSI will assess what next steps are appropriate, which may include referrals to the Office for the Prevention of Harassment and Discrimination and/or UC Merced Police Department. If necessary, the reporting party or parties may be contacted to gather additional information and to ensure that they are made aware of available resources.

Immediate Action (if needed):

When a hazing report is received, prior to investigation, there may be immediate actions that should be taken in order to prevent the possibility of further hazing incidents and/or to protect involved individuals. These actions are in coordination with the Dean of Students and the Vice Chancellor of Student Affairs and Engagement. These actions may include the following:

- Interim suspensions of student groups or activities
 - A University Charge Letter would be issued to the president of the organization outlining the alleged violations of UC Merced policies. The

president would be invited to meet with OSRR to discuss the letter and what it entails.

- The letter would state that all members of the organization, including the president, are prohibited from having contact with each other and that all events and gatherings are currently suspended until the investigation is finished. The president may meet with the Dean of Students to request modifications to the terms of the interim suspension as allowed in policy.
 - The organization's headquarters and advisors would be notified of the actions taken and they may implement their own restrictions and or warrant their independent investigation.
- Protective measures for involved individuals
 - Administrative actions
 - No Contact Directive (NCD) Order may be issued to prevent further contact between individuals. NCDs may be granted to prevent behaviors from further escalating when it is deemed that such behaviors pose safety concerns.

6. Investigation Process

If an investigation is deemed necessary:

Investigation Steps

1. Gather Documentation

The investigator will begin by collecting all relevant documentation related to the alleged hazing incident. This may include, but is not limited to:

- Event details (location, date, time)
- Group communications (emails, texts, social media messages)
- Photos or videos from the alleged events
- Membership rosters and attendance logs
- Organizational records, charters, or policies

- Any prior reports or disciplinary history involving the group or individuals
- The goal is to compile a comprehensive factual record to inform the investigation.

2. Conduct Interviews

OSRR will conduct structured interviews with all relevant parties. This typically includes:

- Complainants (those who made the report or were affected)
- Witnesses (students, staff, or third parties who may have observed the events)
- Respondents (those accused of participating in or facilitating hazing)
- Advisors or organizational leaders (including faculty/staff advisors or national chapter representatives, if applicable)

Interviews will be documented, and individuals may be asked to provide additional evidence or written statements. Interviewees are encouraged to be truthful and may have the option to bring a support person, as permitted by [campus policy](#).

3. Assess Risk

Throughout the investigation, the university will assess whether the alleged behavior presents ongoing safety, reputational, or operational risks. Based on this assessment, additional interim measures may be implemented, including:

- Temporary suspension of group activities
- No Contact Directives
- Access restrictions to campus spaces or events
- Safety planning for impacted individuals

Risk assessments are ongoing and can be revisited as new information emerges.

4. Evaluate Findings

Once all evidence has been collected, the OSRR conduct officer will analyze the information to determine whether a preponderance of evidence supports a finding of hazing or related policy violations. This evaluation includes:

- Comparing actions against definitions in the UC Merced Student Conduct Code, UC systemwide and Federal policy
- Weighing the credibility and consistency of statements
- Consulting with subject matter experts, if needed (e.g., legal counsel, student affairs professionals)
- Preparing a written summary of findings and recommended next steps

The findings will inform decisions regarding accountability, potential sanctions, and any educational or restorative measures.

7. Resolution and Sanctions

If it is determined that by a preponderance of evidence, a hazing or other policy violation is more likely than not to have occurred appropriate outcomes that align with PACAOS, UC Merced's Code of Student Conduct, or other relevant UC sanctioning guidelines will occur. Some possible outcomes include, but are not limited to:

- Individual Sanctions
 - Educational sanctions
 - Disciplinary probation
 - Suspension or dismissal
- Organizational Sanctions
 - Loss of university recognition
 - Restrictions on events or recruitment
 - Required training or educational programming
- Restorative Measures
 - Apology letters
 - Community impact statements
 - Educational workshops for the organization or group

8. Appeal Process

Anyone may submit an appeal after receiving a written notice of sanction(s), action(s), or decision(s). If a student or organization wishes to appeal, it must be done in writing, based on grounds outlined in [607.20](#) in the [Student Code of Conduct](#), and it must be received by the appropriate office by the stated deadline in the written notice. For further information, consult [607.20](#) in the [Student Code of Conduct](#).

9. Prevention and Education

UC Merced is committed to prevention through:

- Mandatory hazing prevention training for all recognized student organizations
- Regular educational campaigns during orientation and recruitment seasons
- Collaboration with the UCOP Office of Ethics, Compliance, and Audit Services

More information on hazing prevention efforts can be found in [UC Merced's Hazing Prevention Plan](#).



To: Members of the Hazing Prevention Coalition and Compliance Committee
From: Dra. Tonantzin Oseguera, Vice Chancellor for Student Affairs and Engagement
Subject: Charge to the Hazing Prevention Coalition and Compliance Committee

Dear Committee Members,

I am writing to formally charge the Hazing Prevention Coalition and Compliance Committee with a critical mission: to lead our institution's efforts in eradicating hazing in all its forms and fostering a culture of safety, respect, and accountability within our student community.

Purpose and Scope

The Hazing Prevention Coalition and Compliance Committee is tasked with the development, implementation, and oversight of comprehensive strategies to prevent hazing across all student organizations, athletic teams, and campus-affiliated groups. This includes, but is not limited to:

- Reviewing and recommending updates to university policies and procedures related to hazing prevention and response.
- Coordinating educational initiatives and awareness campaigns for students, faculty, and staff.
- Monitoring compliance with state and federal hazing laws, as well as institutional standards.
- Advising on disciplinary protocols and reporting mechanisms.
- Collaborating with campus and community stakeholders to promote a unified approach to hazing prevention.

Expectations

As members of this committee, you are expected to:

- Attend and actively participate in all scheduled meetings.
- Contribute your expertise and perspectives to inform policy and program development.
- Maintain confidentiality and uphold the integrity of the committee's work.
- Serve as ambassadors for hazing prevention within your respective departments and organizations.

Timeline and Deliverables

The committee will convene its first meeting before July 27, 2025, with an initial report of findings and recommendations due to my office by July 31, 2026. Ongoing updates and progress reports will be expected on a quarterly basis.



UNIVERSITY OF CALIFORNIA MERCED
5200 N LAKE ROAD | MERCED, CA 95343
UCMERCED.EDU
209.228.4400

Support and Resources

The Division of Student Affairs and Engagement will provide administrative support and access to relevant data, training, and external consultants as needed. Please do not hesitate to reach out to my office for assistance.

Your commitment to this important work is deeply appreciated. Together, we can ensure that every student at UC Merced experiences a safe, inclusive, and empowering campus environment.

Sincerely,

A handwritten signature in blue ink that reads 'Tonantzin Oseguera'.

Dra. Tonantzin Oseguera
Vice Chancellor for Student Affairs and Engagement
Division of Student Affairs

Hazing Investigation Protocol

Flow Chart



OSRR
Office of
Student Rights
& Responsibilities



Hazing Misconduct Allegation/Report

OSRR will complete an initial assessment

Formal investigation begins

Notice of allegation sent to the
President/respondent(s)

Interviews conducted, evidence reviewed

Using the preponderance of evidence standard, OSRR makes a
decision and recommends sanctions if applicable

President on behalf of the
organization or responsible student is
notified of OSRR's findings

Student/Org
Appeals

Sanction(s)
Accepted

No investigation needed and
referral resources provided

Closure following
initial assessment

OSRR determines
no violation occurred and
appropriate parties notified

Referral resources
provided

Case Closed