

THE CITADEL
The Military College of South Carolina
171 Moultrie Street
Charleston, SC 29409

MEMORANDUM
NUMBER 2-106

21 June 2025

Anti-Hazing Policy

1. PURPOSE

The Citadel is committed to promoting an environment where all campus members can learn, work, and live free from physical or psychological injury incurred during recruitment, initiation processes, and participation in a student organization, club, or athletics team. To this end, the College prohibits hazing and works to prevent and address all incidents of hazing involving members of the campus community. In accordance with the Stop Campus Hazing Act (SCHA), an amendment to the Jeanne Clery Campus Safety Act, the College will compile hazing statistics for the Annual Security and Fire Safety Report (ASFSR), publish and regularly update a Campus Hazing Transparency Report, and provide hazing prevention awareness programming.

2. REFERENCE

<https://www.congress.gov/bill/118th-congress/house-bill/5646>

3. DEFINITIONS

A. Hazing: Hazing is defined slightly differently under applicable governing authorities. For the purposes of this policy, the definition shall apply to all of the following:

1. Federal Law ([SCHA](#)): 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 physical preparation necessary for participation in an athletic team), of physical or psychological injury, including –
 - whipping, beating, striking, electronic shocking, placing 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 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 local, State, 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, or Federal law.

2. College Regulation ([Citadel College Regulations](#)): A wrongful striking, an unauthorized laying hand upon; a threat of violence; an offer to do bodily harm by any student to another student; any other unauthorized treatment by one student toward another student of a tyrannical, abusive, shameful, insulting, or humiliating nature; or a requirement of any student to perform personal services for another student except as specifically provided for cadets in the Blue Book, Regulations for the South Carolina Corps of Cadets.

B. Student Organization: An organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, student government or cadet unit) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

4. POLICY

Hazing is abusive, degrading, psychologically damaging, and may be life-threatening. It is unacceptable in all forms and has no place in The Citadel community. Student groups, organizations, athletic teams, and employees are important contributors to a vibrant and positive campus life and are expected to act in accordance with applicable policies and codes of conduct to treat others with respect.

A. Reporting Incidents of Hazing: The Citadel encourages the reporting of incidents of hazing and takes every such report seriously. The Citadel will investigate all reports diligently and thoroughly in accordance with applicable employee, student, and cadet policies. Individuals found responsible for committing, soliciting, encouraging, directing, aiding, or recklessly permitting hazing to occur will be subject to disciplinary sanctions that could include termination for employees and expulsion for students.

Any person may report hazing in person, by mail, by telephone, or by electronic mail to, but not limited to, the following offices/individuals:

Non-Confidential Reporting Options

- **Citadel Public Safety**
843-953-5114/Email: PSAF@Citadel.edu
208 Richardson Ave.

- **COL Heyward Hutson**
Assistant Commandant for Discipline
843-953-6931/Email: hhutson1@citadel.edu
206 Jenkins Hall
- **John A. Robinson, Jr., JD, MBA**
Executive Director of Student Affairs and Academic Services
843-953-5155/Email: jrobin21@citadel.edu
369B Bond Hall
- **Valerie Mercado**
Title IX Coordinator/Compliance Officer
843-953-6881/Email: vmercado@citadel.edu
310 Bond Hall
- **Leah Schonfeld**
CHRO/Assistant Vice President, Human Resources
843-953-6961/Email: schonfeldl1@citadel.edu
97 Hagood Ave (HR Building)

Confidential Reporting Options

- **MAJ Eileen Quinn**
Director of CARE and Campus Advocate
843-953-7277/Email: equerra@citadel.edu
215 Mark Clark Hall
- **Dr. Lee Westberry, PhD**
Ombudsperson
843-953-5188/Email: lwester@citadel.edu
237 Bond Hall
- **Shamus Gillen**
Ombudsperson
843-953-7698/Email: gillens@citadel.edu
Holiday Alumni Center Rm 122
- Electronic and anonymous reporting may also be done by using the Fraud, Waste, and Abuse Compliance Hotline found at the bottom of the www.citadel.edu homepage or at:
<https://secure.ethicspoint.com/domain/media/en/gui/38738/index.html>

- B. **Investigation Process**: After receiving a report, The Citadel will review the submission and determine the next appropriate actions. The Office of the Commandant investigates allegations of hazing involving cadets. The Office of the Provost investigates allegations of hazing involving all other students. The Office of Human Resources investigates allegations of hazing involving employees. If a report alleges criminal activity, the investigating official will notify The Citadel's Department of Public Safety and/or local law enforcement. The Citadel will assist and provide support to

any complainant who reports allegations of hazing to law enforcement.

- C. Retaliation: Retaliation is prohibited. The Citadel will not tolerate retaliation against a person because that person has been a victim of hazing, reported hazing, took steps of mitigation, refused to participate in hazing activities or behaviors, assisted in the investigation of hazing incident(s), or participated in the adjudication or prosecution of any alleged hazing.
- D. Prevention and Awareness Programs: The Citadel has implemented a variety of programs directed to educate students, faculty, and staff regarding safeguarding against hazing and reporting of incidents of hazing. These programs include, but are not limited to, the following:
- Faculty and staff: For all new employees, an online training module is provided by Human Resources as part of the onboarding process.
 - Students: All Freshmen students and Knobs are provided an online training module as part of their orientation/matriculation process.

5. COMPLIANCE

- A. Violation of these rules will result in disciplinary sanctions. The sanctions imposed include expulsion from enrollment for cadets and students and termination of employment for employees, if appropriate. Disciplinary action against an employee, cadet, or student by the college does not preclude the possibility of criminal charges against that individual. The filing of criminal charges similarly does not preclude disciplinary action by The Citadel.

6. NOTES

- A. **Dates of Official Enactment and Amendments:** **Approved by the Senior Vice President on 21 June 2025.**
- B. **Responsible Department:** Office of Institutional Compliance
- C. **Responsible Officials:** Public Safety, Assistant Commandant for Discipline, Compliance Officer/Title IX Coordinator, AVP of Human Resources, and Executive Director of Student Affairs and Academic Services
- D. **Cross References:** [The Citadel College Regulations](#)

7. **REVIEW:** Minimum of every two years, to include administrative review of posted Policies.

FOR THE PRESIDENT:

OFFICIAL

ss/ CARDON CRAWFORD
Colonel, USA, Retired
Senior Vice President for Operations
and Administration