HAZING INVESTIGATION PROTOCOL

This document is designed to outline protocol for the investigative process in response to hazing allegations reported at the University of Wisconsin Oshkosh. This document was developed by a committee of fraternity and sorority student members, Dean of Students and Reeve Union staff in the spring of 2014. It includes an outline of student rights and responsibilities with regards to hazing and a process for investigating hazing allegations. While the University recognizes that hazing can exist in organizations beyond just social fraternities and sororities, the focus of the conversation at this time was specifically around these types of organizations.

Guidelines for Investigating a Fraternity/Sorority Hazing Allegation

Please note: Each hazing allegation is unique and situational. The process outlined here is designed to provide a framework for an investigation, but some steps may be altered depending on the situation. However, regardless of the situation, students will always be informed of their Rights and Responsibilities in the investigation process prior to the start of their interview.

1. A University staff member is notified of hazing allegation.

2. The Dean of Students and Reeve Union staff will communicate regarding the reported information. The University Police Department, local law enforcement, (inter)national office headquarters staff will be notified as necessary. Immediate action will be taken if there are imminent threats to the health and safety of others.

3. The Dean of Students and relevant Reeve Union professional staff will begin collecting information to determine the validity of the allegation and need for a full investigation. All attempts will be made to protect the identity of the person(s) reporting an alleged hazing incident, within the guidelines of FERPA and other applicable laws or guidelines.

4. Every effort will be made to ensure that investigators are fair and impartial. Any questions of conflict of interest will be addressed by the Dean of Students.

If the Dean of Students and Reeve Union staff believe a full hazing investigation is necessary, the following steps will be taken: (An investigation can include but is not limited to contact/interviews with chapter members, potential/new members, advisors, other students, parents, alumni, and a review of social media.)

5. The Dean of Students and Reeve Union staff will determine the individuals to be contacted/interviewed and develop a plan for the investigation.

6. If interviews will be conducted with chapter members, chapter leadership and advisors will be notified that an allegation has been made and interviews will be taking place.
If a student is being interviewed, they will be informed, both verbally and in writing, of the following rights and responsibilities before questioning; students will be asked to sign an acknowledgement that they have received this information.

a. Students have the following rights in an interview:
   i. Students have the right to know why they are being interviewed.
   ii. All attempts will be made to protect the identity of those being interviewed, within the guidelines of FERPA and other applicable laws or guidelines.
   iii. Students may choose to participate or not participate, with notification of the potential outcomes of either decision.
   iv. When possible, students will be notified of those with whom the interview information may be shared.
   v. Students may choose to provide a written statement at any point in the investigation.

b. If students choose to participate in an interview process, they have the following responsibilities:
   i. All students will respond truthfully and completely to questions being asked.
   ii. All students will refrain from any harassment or retaliation toward anyone involved in the process.
   iii. Any participating organization member will be expected to uphold Interfraternity Council or Panhellenic Association values, policies, and guiding principles of their chapter.
   iv. All students are expected to comply with University policies and local, state, and national laws.

c. When interviews with students occur, students can expect that the University may choose to:
   i. Request limited communication between involved parties during the investigative process.
   ii. Interview the same individual more than once.
   iii. Notify/work with applicable (inter)national headquarters staff and/or campus/local law enforcement.
   iv. Interview individuals without a supporting party present - however, students may contact someone for advice before or after the interview.
   v. Request a limit on organizational activities during the investigative process - including but not limited to new member program activities, social functions, and chapter meetings.

7. At the conclusion of the process, the Dean of Students and Reeve Union staff will prepare a written summary of the findings of the investigation and the alleged violations. A copy will be provided to the chapter leadership, chapter advisor(s), and (inter)national headquarters staff.
8. Based on this summary, the Dean of Students and Reeve Union staff will determine whether to resolve the matter through the informal or formal processes as outlined in campus policies. These are outlined in the following places:
   a. Informal or Formal IFC or PHA Judicial Policy (Copies can be requested through the Program Advisor for Fraternity and Sorority Life)
   b. Informal or Formal Oshkosh Student Association Process on Complaints Pertaining to the Conduct of Registered Student Organizations (http://www.uwosh.edu/deanofstudents/university-polices-procedures/documents/complaints-pertaining-to-the-conduct-of-registered-student-organizations)

9. Chapter leadership and advisors will be notified of the outcome of the process and their rights and responsibilities moving forward.

Please Note: The conclusion and outcome of the University’s process does not preclude action taken by law enforcement or an organization’s (inter)national headquarters.