

Hazing Report

University of the Incarnate Word

Per Texas State law, the University of the Incarnate Word is required to publish a report on an annual basis, updated as necessary, that documents organizations disciplined for hazing or convicted for hazing on or off the campus of the institution during the preceding three years. The information included below is a summary of all reports and investigations conducted by UIW, compiled by the Office of Student Advocacy and Accountability (OSAA).

Any personally recognizable information regarding specific students has been removed in the summarization process to protect student identities as required by the Family Educational Rights and Privacy Act, as amended (FERPA).

For all imposed sanctions, those marked in **bold and red** are still outstanding and/or in effect for the organization in question.

Incident Date: November 6, 2019

Organization: Delta Beta Chi (OSAA Case # 20190226)

Summary of Allegation:

- Reports of behaviors during the new member education period, including intimidation, social ostracization, and bullying

Date Investigation Commenced: November 13, 2019

Date Investigation Concluded: December 9, 2019

Date of Hearing Decision: January 15, 2020

Findings:

- Responsible for violating UIW Hazing Policy (Student Handbook - Section 14)

Imposed Sanctions:

- **Organizational Suspension** – Suspension of organization from all operations and affiliation with UIW **through May 31, 2020**.
 - *NOTE: Due to failure to complete sanctions, organization remains on Suspension until sanctions are completed.*
- **Organizational Probation** – Upon return of organization from suspended status, organization will be on probation **through May 31, 2022**.
- **Restitution** – Refund of all dues to Fall 2019 new member class.
- **Revision of Organizational Documents** – Revision of Chapter Constitution, Mission Statement, and Organizational Chart.
- **New Member Education Plan** – Creation of a new document outlining the new member education process, including training plan for all members who will be participating in the new member education process.
- **Handbook for New Member Education Process** – Creation of a new document outlining the new member education process for potential new members to understand the new member education process.
- **Active Member Education Plan** – Creation of an organizational plan, including timeline(s) of how information and trainings will be disseminated to active members throughout their experience with the organization.

- **Required Organizational Meeting/Training** – Meeting with Directors of Campus Engagement and Student Advocacy and Accountability to review hazing policy and organizational expectations.
 - **Creation of Officer Transition Process** – Creation of a formalized transition process for all executive officers of the organization.
 - **Creation of New Member Experience Survey** – Creation of a survey for all Greek Life new members, to be administered by Campus Engagement after each new member period.
 - **Ongoing Supervision of New Member Education Process** – Semesterly review of new member process, including any proposed changes.
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