



ANTI- HAZING POLICY

I. POLICY STATEMENT:

The National Council of Negro Women, Inc. (NCNW) requires that its members exemplify high moral standards and that their actions promote healthy, safe, and balanced lifestyles. Individual members, State coalitions, Community and Collegiate Sections, and Guilds play a vital role in this process and provide transformative opportunities for leadership and personal growth. Hazing of any kind is contrary to these values and is illegal. NCNW has a zero-tolerance hazing policy. This policy is embodied in NCNW's national, state, and section bylaws, *Code of Conduct*, the *NCNW Community and Collegiate Sections*, *National Affiliates*, and *State Coalition Handbook*. NCNW expressly prohibits hazing activities, whether individually or in concert with others. No member or volunteer shall engage in or participate as a witness in Hazing. Any member of NCNW or volunteer to which this Anti-Hazing applies found responsible for hazing occurring during or outside of an NCNW program or event, is subject to disciplinary action by NCNW (including expulsion) and may also face criminal charges under applicable law.

Anyone interested in becoming a member of NCNW is notified that NCNW has **NO MEMBERSHIP INTAKE PROCESS** and does not condone or tolerate any acts associated with a new member process. Participation in any acts or activities resembling hazing in new member processes will result in expulsion or being barred from membership.

NCNW disclaims responsibility for any damages, claims, or injury that is related to or results from the conduct of individual members, State Coalitions, Sections, Guilds, volunteers, or Affiliate organizations purporting to perform any unapproved activities in the name of NCNW.

II. DEFINITION:

Hazing is defined as any action or situation that recklessly, intentionally, or unintentionally endangers the mental or physical health or safety or creates the risk of injury, causes discomfort, embarrassment, harassment, ridicules, or willfully destroys public or private property for the purpose of affiliation with, or as a continued membership in a Section or Guild of NCNW.

Such activities and situations include, but not limited to:

- whipping, beating, striking, placing harmful substance on someone's body or similar activity.
- causing, coercing, or otherwise inducing sleep deprivation, exposure to elements, confinement in a small space, extreme calisthenics.
- causing, coercing, or otherwise inducing another person to consume food, liquids, alcohol, drugs, or other substances.
- causing, coercing, or otherwise inducing another person to perform sexual acts.
- 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.
- any activity that adversely affects the mental health or dignity of the individual.
- causing, coercing, or otherwise inducing another person to wear any apparel which is not normally in good taste.
- conducting meetings or gatherings that interfere with or prohibit the pursuit of academic achievement and productive work.

Consent to hazing, whether express, implied, is not a valid defense under this policy. Any individual, group, or organization found to have engaged in hazing will be held accountable, regardless of willingness of the participant.

III. ANTI-RETALIATION POLICY:

Retaliation against any individual who reports hazing, participates in an investigation, or cooperates with disciplinary proceedings is strictly prohibited. Acts of retaliation may result in disciplinary action.

IV. REPORTING HAZING INCIDENTS:

- Hazing may be reported internally to the National Council of Negro Women, Inc. or externally to local authorities. Reporting a hazing incident to law enforcement is not required for NCNW to initiate an investigation.
- Individuals who believe they have been subjected to hazing are strongly encouraged to notify local law enforcement.
- Incidents of hazing can either be reported anonymously through the NCNW Anonymous Reporting Form or to compliance@ncnw.org.
- Hazing can be reported by any person with knowledge of a hazing incident, whether they experienced it or learned about it indirectly.

WHAT TO INCLUDE IN A HAZING REPORT

1. Reporter Information:

- Your contact information (Name, Phone Number, Email Address).
- Indicate if you wish to remain anonymous and confidential.

2. Information about the Incident:

- Date and Time of the Incident: Be as specific as possible. Include a range of dates if the incident was an ongoing issue.
- Specific Location of the Incident: Include the address, building name, and any other relevant details.
- Detailed Description of the Incident: Describe exactly what happened. Focus on specific behaviors.

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- **Individuals or Organization Involved:** Include the names of the individuals involved (perpetrators and victims if applicable) and the full name of the organization(s) (if applicable).
- **Witness Information:** Include the name and contact information of other people who were present or who can support your report.
- **Were Alcohol or Drugs Involved?:** Indicate whether alcohol or drugs were present or used.
- **Did any Injuries Result?:** Describe any injuries that occurred.

3. Supporting Documentation:

- Photos, Emails, Texts, Social Media Posts, etc.

4. How you Became Aware of the Incident:

- Indicate if you witnessed the incident firsthand, were the victim, or have secondhand knowledge.

5. Anonymous Report

If you believe you have experienced or witnessed hazing, please utilize one of the two reporting methods listed above. If revealing your identity is a concern, please submit an Anonymous Reporting Form. This form is used to notify NCNW that a hazing incident has occurred. **DO NOT USE THIS FORM IN AN EMERGENCY.** Please call local authorities.

IV. ENFORCEMENT OF THIS POLICY

NCNW will investigate all allegations of hazing reported to NCNW to the extent practicable based on the information provided.

VI. SANCTIONS

NCNW reserves the right to impose discipline or sanctions upon any individual member, Community or Collegiate Section, or Guild found responsible for violating this Policy or the Code of Conduct. Such sanctions include but are not limited to:

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Individual members found responsible for violations of this Policy and the Code of Conduct may be subject to the following sanctions: Expulsion, Suspension, and Probation. Additional educational or restorative sanctions may also be imposed.

Other individuals (including volunteers), Groups or Organizations found responsible found responsible for violations of this Policy and the Code of Conduct may be subject to disciplinary action or sanctions which may include being referred to law enforcement or being barred from participating or attending any NCNW program or event.