

# Anti-Hazing Policy

## Scope

Applies to Mayo Clinic College of Medicine and Science (MCCMS) faculty, staff, and learners involved in Mayo Clinic educational programs, activities, organizations, or events.

## Purpose

To create and maintain an environment where learners are free to pursue their educational experiences without fear of being exposed to activities that endanger their physical or emotional well-being.

To comply with the Federal Clery Act and applicable state laws.

## Policy

- MCCMS is committed to creating and maintaining an environment where learners are free to pursue their educational experiences without fear of being exposed to activities that endanger their physical or emotional wellbeing.
- MCCMS prohibits hazing on Mayo Clinic premises or in connection with any college affiliated group or activity.
- Reports of hazing should be made to MCCMS Administration via the [Education Compliance Event Form](#).
- Reports of hazing are handled and investigated by the appropriate school and in accordance with College and School procedures.
- Learners engaging in such conduct will be addressed through the Mayo Clinic College of Medicine and Science [Warning, Probation, Dismissal and Appeal Policy](#) and may also face legal consequences.
- Incidents of hazing will be counted in the MCCMS Annual Security Report.
- Incidents of hazing will be reported twice annually on a Campus Hazing Transparency Report will include:
  - Dates, name of student organization, general description of the violation, findings/resulting sanctions.

## Policy Notes

N/A

## Related Procedures

Campus Hazing Transparency Report Procedure

## Related Documents

[Crisis Management Response Policy](#)

[Grievance Procedure](#)

[Learner Professional Conduct Policy](#)

[Mayo Clinic Code of Conduct](#)

[Social Media Guideline](#) (Public Affairs)

[Student Complaint and Mistreatment Reporting Procedure](#) (MCASOM)

[Student Mistreatment Policy \(MCASOM\)](#)

[Warning, Probation, Dismissal, and Appeal Policy](#)

[Warning, Probation, Dismissal, and Appeal Procedure](#)

## **Definitions**

**Hazing:** In accordance with the Federal Clery Act and applicable state laws, MCCMS defines "hazing" as intentional, knowing, or reckless act—whether physical, mental, emotional, or psychological—committed by one person or a group against another learner, regardless of the learner's willingness to participate, when such act:

- Is connected to initiation into, affiliation with, holding office in, the perpetuation of a tradition or ritual, or maintaining membership in any learner organization, club, team, or group (whether officially recognized by MCCMS or not).
- Creates or is likely to create a substantial risk of physical injury, emotional harm, or mental distress; degradation, humiliation, or extreme embarrassment; a violation of federal or state law; coercion into consuming substances (e.g., alcohol, drugs, food) or engaging in illegal or dangerous activities; conditions such as sleep deprivation, forced exclusion from social contact, or confinement; any act that endangers the mental or physical health or safety of a learner.
- Includes but is not limited to physical brutality (e.g., beating, branding, excessive exercise, exposure to elements); psychological tactics intended to cause severe mental distress; sexual humiliation or forced nudity; forced or coerced participation in activities that could result in harm; any conduct that would be considered a criminal offense under state or federal law.
  - These examples are illustrative and not exhaustive; any act meeting the criteria above may be considered hazing regardless of whether it is explicitly listed.

**Learner:** Individual enrolled in Mayo Clinic College of Medicine and Science (collectively includes residents, fellows and students).

## **References**

[Arizona Revised Statutes Title 15. Education § 15-2301](#)

[Florida 2024 Statutes Title XLVIII. §1006.63](#)

[H.R.5646 – 2024 Stop Campus Hazing Act](#)

[Minnesota 2024 Statutes §121A.69](#)

[Clery Center Update on Stop Campus Hazing Act](#)

## **Owner**

David Dahlen on behalf of the MCCMS Policy Workgroup

## **Contact**

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## **Effective Date Current Version**

7/14/2025