

BROOKLYN LAW SCHOOL

POLICY PROHIBITING HAZING

ISSUING AUTHORITY: Office of the Dean and President

DATE ISSUED: June 20, 2025

RESPONSIBLE OFFICERS: Director of Campus Safety, Director of Student Life, Dean of Students

I. PURPOSE OF THE POLICY

In compliance with the Stop Campus Hazing Act of 2024, this policy prohibits hazing in programs and activities at Brooklyn Law School.

II. TO WHOM THIS APPLIES

The policy applies to Brooklyn Law School students and student organizations.

III. POLICY DEFINITIONS

- A. Hazing is defined as any intentional, knowing, or reckless act committed by a person (individually or in concert with other persons) against another person or persons, regardless of their willingness to participate, that:
- i. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
 - ii. causes or creates a risk of physical harm or psychological injury above the reasonable risk encountered in the course of participation in the institution of higher education or the student organization.
- B. Student Organization¹ is defined as any group of students in which two or more members are enrolled at Brooklyn Law School, regardless of whether they are established or officially recognized by Brooklyn Law School.

¹ For purposes of the Law School's Campus Hazing Transparency Report, findings concerning student organizations will only include a student group, association, club, team or society that has met the requirements of official recognition at Brooklyn Law School for the current academic year pursuant to the Student Bar Association Constitution and the Law Review, Journal of International Law, Journal of Law and Policy, Journal of Corporate, Financial and Commercial Law, Moot Court, ADR, and *pro bono* groups.

IV. POLICY STATEMENT

Brooklyn Law School is committed to maintaining an educational environment where all students can participate in its programs and activities without compromising their health, safety, or welfare. Hazing in all its forms is therefore strictly prohibited. Examples of hazing include, but are not limited to:

- whipping, beating, striking, electronic shocking, placing of 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 other 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, Tribal, 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, Tribal, or Federal law.

Hazing is a crime under Sections 120.16 and 120.17 of the New York Penal Law.²

Upon request, the Law School will provide research-informed prevention programming to faculty, staff, and students which addresses:

- the definition of hazing under this Policy and New York Law,
- how to report hazing at the Law School, information about the Law School's investigation and response, and

² New York Penal Law [§ 120.16 Hazing in the first degree.](#)

A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury.

Hazing in the first degree is a class A misdemeanor.

New York Penal Law [§ 120.17 Hazing in the second degree.](#)

A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person.

Hazing in the second degree is a violation.

- primary prevention strategies including bystander intervention, ethical leadership, and strategies for building group cohesion without hazing.

Requests for training can be made to the Director of Student Life, the Director of Campus Safety, or the Dean of Students. Annual training on these topics is provided to student leaders and Campus Security Authorities.

V. PROCEDURES

Compliance with this policy requires prompt reporting and consistent enforcement. All individuals who believe they have been subjected to, witnessed, or have knowledge of incidents of hazing as defined in this policy, should report the behavior through the Law School's online reporting system, available [here](#).³

A. Reporting

The report should identify the parties involved; describe the hazing; state when and where it occurred; and identify by name or description any witnesses to the alleged behavior. All incidents should be reported promptly so that appropriate action may be taken in a timely manner. However, the late reporting of an incident will not prevent the commencement of an investigation or taking appropriate remedial action. Anonymous reports will be accepted; however, they may limit the ability of the Law School to thoroughly investigate the matter.

B. Investigation

Brooklyn Law School investigates reported incidents of hazing. Investigations will be conducted by the Director of Accessibility, Equal Opportunity, and Title IX Coordinator or the Director of Campus Safety, unless there is a conflict, in which case other arrangements will be made.

The investigator will notify the complainant and respondent that a prompt, thorough, and impartial investigation of an alleged violation of this policy has commenced. Simultaneous notification shall be made by email to the complainant and respondent's Law School email accounts.

The Notice shall contain: (1) the date, approximate time, and location of the alleged policy violation; (2) a description of the factual allegations; (3) a summary of potential sanctions associated with the alleged violation; (4) a statement prohibiting retaliation; and (5) a statement explaining that Parties are entitled to an equal opportunity to access the relevant evidence or an accurate description thereof.

³ <https://brooklynlawschool.sharepoint.com/sites/Administrative/SitePages/Incident-Report.aspx>

If, during an investigation, Brooklyn Law School decides to investigate additional allegations of discrimination or harassment by the Respondent towards the Complainant, the Law School will notify the parties of the additional allegations in a subsequent notice.

The investigator will interview the parties to the complaint, as well as any witnesses who have been identified. The investigator will ask the parties and witnesses for any documentary, electronic, or other evidence related to the complaint that they may want to offer. The investigator may also independently gather available evidence as part of the investigation. All individuals interviewed shall be advised to maintain the confidentiality of the investigation process and not to disclose any information related to the complaint, unless necessary during the complaint process. Maintaining confidentiality is important to preserve the integrity of the investigation, protect student and witness privacy, and deter retaliation.

The investigator shall determine whether a violation of this policy occurred under the *preponderance of the evidence* standard. Under this standard, it must be more likely than not that a violation of the policy occurred.

C. Interim Measures

The Law School may take appropriate interim measures during the pendency of the investigation as necessary. Such measures may include separation or “no contact” orders, interim suspension, housing reassignments, academic schedule modifications, and counseling for emotional support. Interim measures are not disciplinary and shall not unreasonably burden either party. The purpose of the interim measures is to restore a student’s access to the Law School’s educational program during an investigation.

D. Disability Accommodations

Parties may request reasonable disability accommodations from the investigator at any point to allow them to participate in the investigation. Accommodations may not fundamentally alter the investigation. Those who receive accommodations related to their education at the Law School will not automatically receive them in connection with the investigation; they must request them from the investigator.

E. Amnesty

In order to encourage reporting, Brooklyn Law School will not pursue disciplinary action against a student who, in reporting hazing, also discloses personal use of alcohol or other drugs in violation of Law School policy.

F. No Retaliation

Retaliation is unlawful and is prohibited by this Policy. If you believe that you are the subject of retaliation in violation of this Policy for reporting a violation or assisting in an investigation, please notify the investigator assigned to the matter.

VI. SANCTIONS

Violations of this policy may result in disciplinary action under the Student Code of Conduct and Disciplinary Procedures.

VII. DISCLAIMER

This Policy does not form an agreement of any kind. It is for internal purposes only and may be altered, modified, or rescinded at the discretion of Brooklyn Law School.