



UC San Diego

Policy & Procedure Manual

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PERSONNEL – GENERAL

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INTERIM HAZING PREVENTION PROCEDURES

SCOPE

The Hazing Prevention Procedures (“Procedures”) apply to all UC San Diego Students, Academic Appointees, Staff, and Volunteers, including those working or studying at UC San Diego Health.

POLICY SUMMARY

These Procedures serve as UC San Diego’s implementing procedures for the [Stop Campus Hazing Act, Public Law 118-173](#).

DEFINITIONS

For purposes of these Procedures, the following definitions are incorporated by reference:

“**Student**” from [UC Policies Applying to Campus Activities, Organizations and Students \(PACAOS\) 14.40](#).

“**Academic Appointee**” from [APM 110-4\(2\)](#).

“Staff employees” (which include Career Appointment, Casual/Restricted Appointment, Contract Appointment, Floater Appointment, Limited Appointment, Partial-Year Career Appointment, and Per Diem Appointment as defined in [PPSM-3 Types of Appointment](#), and herein collectively referred to as “**Staff**”).

“**Volunteer**” as defined in [UC San Diego Implementing Procedures Types of Appointment, Staff Volunteer Appointment](#).

“**Hazing**” as defined in [PACAOS 102.12](#).

“**Student Organization**” as defined in defined in [PACAOS 102.12](#) for purposes of hazing.

“**Student Group**”: All Student Organization(s) as defined in [PPM 160-10](#), all Registered Campus Organization(s) as defined in [PACAOS 14.30](#), and an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

RESPONSIBILITIES

A. Reporting Acts of Hazing:

Any person may report alleged Hazing, including anonymously, as follows:

1. Hazing conduct by Student(s) or Student Group(s) may be reported to the Center for Student Accountability, Growth and Education (SAGE) by:
 - a. Completing an incident report [online](https://sage.ucsd.edu) at sage.ucsd.edu, OR
 - b. Calling (858) 534-6225.
2. Hazing crimes committed by any person may be reported to the UC San Diego Police Department by:
 - a. Calling 9-1-1 (in case of an emergency) or (858) 534-HELP, OR
 - b. Filing a Clery Campus Security Authority Report Form available at [Clery.ucsd.edu](https://clery.ucsd.edu).
3. Hazing conduct by Academic Appointees, Staff, and Volunteers (including student employees acting in the course of their employment) may be reported by:
 - a. Filing a complaint online at [UC San Diego Abusive Conduct in the Workplace Submission](https://ucsd.edu/abusive-conduct).
4. Hazing conduct involving any individual may also be reported by:
 - a. Reporting the activities to the Locally Designated Official at LDO@ucsd.edu, OR
 - b. Submitting a complaint in writing via the [UC Whistleblower Hotline](https://ucsd.edu/whistleblower), OR
 - c. Calling 800-403-4744.
5. Certain employees have specific reporting responsibilities for Hazing conduct that may also violate other policies, including but not limited to the [University of California Sexual Violence and Sexual Harassment Policy](#), [University of California Anti-Discrimination Policy](#), [University of California Abusive Conduct in the Workplace Policy](#), [University of California Clery Act – Campus Safety and Security Policy](#), [UC San Diego Reporting Child Abuse and Neglect Procedures](#), [UC San Diego Workplace Violence Prevention Plan](#), UCSDHP 305.4 - Abuse Screening, Assessment and Reporting: <https://pulse.ucsd.edu/policies/UCSDHPs/MCPolicy/305-4.pdf> and UCSDHP 539 - Workplace Violence Prevention Program: <https://pulse.ucsd.edu/policies/UCSDHPs/MCPolicy/539-0.pdf>

Individuals should refer to those policies and procedures to understand their reporting obligations.

B. Process Used to Investigate Allegations of Hazing

1. Acts of Hazing Involving Student Respondents and Student Group Respondents

Allegations of Hazing by Student(s) and Student Group(s), regardless of location, will be investigated through the student conduct process. See [PPM 160-10: Student Conduct Procedures](#).

2. Acts of Hazing Involving Respondents Who Are Staff, Academic Appointees, or Volunteers

Allegations of Hazing by Staff, Academic Appointees, and Volunteers will be investigated through the Abusive Conduct process. See [PPM 200-27: Interim Abusive Conduct in the Workplace Policy UC San Diego Implementing Procedures](#).

C. Consequences of Policy Violations

Students and Student Groups found responsible for Hazing are subject to sanctions pursuant to [PPM 160-10](#). Any Academic Appointee, Staff, or Volunteer found to be in violation of these Procedures may be subject to disciplinary action in accordance with applicable academic personnel and staff personnel policies, including collective bargaining agreements. Academic Appointees subject to [APM-015, the Faculty Code of Conduct](#), will be subject to the disciplinary process and sanctions outlined in [APM-016](#), the University Policy on Faculty Conduct and the Administration of Discipline or [APM-150](#) in the case of non-Senate, non-represented Academic Appointees.

Volunteers who are found to be in violation of these Procedures may be subject to termination of volunteer service.

D. Programming Related to Preventing Hazing

Prevention and awareness programs relating to the identification, reporting, investigation, prohibition and intervention and prevention of Hazing will be required of first year undergraduate and first year graduate/professional Students; new transfers into undergraduate, graduate, and professional programs; and annually for intercollegiate athletes. The programs also shall be offered annually to registered sororities and fraternities. Hazing prevention and awareness programs will be available for all Students, Academic Appointees and Staff.

RELATED INFORMATION

- A. [Stop Campus Hazing Act](#), Public Law 118-173
- B. [Stop Campus Hazing Act](#), Cal. Educ. Code Sec. 66305-66309
- C. [Jeanne Clery Campus Safety Act, 20 U.S.C. 1092\(f\)](#)
- D. [UC Clery Act Policy – Campus Safety and Security Reporting](#)
- E. [University of California San Diego Policy and Procedures Manual section: PPM 160-10 Student Conduct Procedures](#)
- F. [University of California Policies Applying to Campus Activities, Organizations, and Students Section:100.00 Policy on Student Conduct and Discipline](#)

FORMS

- A. Incident Report Form:
https://ucsd-advocate.symplicity.com/public_report/index.php/pid693061?rep_type=1001
- B. UC Whistleblower Hotline:
<https://universityofcalifornia.edu/hotline> OR
800-403-4744
- C. Abusive Conduct Form: [UC San Diego Abusive Conduct in the Workplace Submission](#)
- D. Clery Campus Security Authority Report Form:
<https://ucsd.kualibuild.com/app/67993da673f576027fb62359/start>

FREQUENTLY ASKED QUESTIONS (FAQ'S)

None

REVISION HISTORY

08/05/2025 Initial issuance of these Procedures.