



CAMPUS HAZING TRANSPARENCY REPORT

SAN FRANCISCO STATE UNIVERSITY

REPORTING PERIOD:
JANUARY 1 – JUNE 30, 2026

DIVISION OF STUDENT LIFE
STUDENT AFFAIRS





CAMPUS HAZING TRANSPARENCY REPORT

California Stop Campus Hazing Act & Federal Stop Campus Hazing Act

Table of Contents

California Stop Campus Hazing Act & Federal Stop Campus Hazing Act 2

California State University System Definition of Hazing 3

 San Francisco State University | Hazing Website 6

 Hazing Prevention & Awareness Programs 8

 Reporting Incidents of Hazing 9

 Reporting Mechanisms 10

 Hazing Investigation Process 11

 Supportive Measures 12

Academic Year 2025-2026 Report Phase 1 13

 Findings | July 1 – December 31, 2025 13

 Hazing Violations 14

 Questions & Contact Information 15

California State University System Definition of Hazing

The federal definition of hazing: The term ‘hazing’ means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including— 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.

The term “hazing” is defined broadly. The CSU Student Code of Conduct, found at Title 5, California Code of Regulations, [Section 41301 \(b\)\(8\)](#) and [California Penal Code section 245.6](#) defines “hazing” as “any method of initiation or pre-initiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause physical harm, personal degradation or disgrace resulting in physical or mental harm, to any former, current, or prospective student of any school, community college, college, university or other educational institution” as well as “any act likely to cause physical harm, personal degradation or disgrace resulting in physical or mental harm, to any former, current, or prospective student of any school, community college, college, university or other educational institution. “Hazing” does not include customary and ordinary athletic events or school sanctioned events.” Any method or act of initiation or preinitiation into (or the maintenance of status within) a student organization or student body, whether or not the organization or body is officially recognized by the CSU, which is likely to cause serious bodily injury or mental harm to any former, current, or prospective student of the CSU is prohibited and constitutes a violation of this policy. Hazing includes not just conduct or actions likely to cause physical harm or pose a risk to the health and safety of an individual(s) but also conduct likely to cause personal degradation that could result in physical or mental harm. Hazing includes any action taken or situation created, whether on or off a campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule.

Section 41301(b)(8) makes clear that “neither the express or implied consent of a victim of hazing, nor the lack of active participation in a particular hazing incident is a defense. The express or implied consent of a victim of hazing does not excuse or constitute a defense. Hazing violates this policy regardless of a person’s consent or willingness to participate and even if the person voluntarily submits to being hazed.

Section 41301(b)(8) also makes clear that apathy or acquiescence in the presence of hazing is not a neutral act and is also a violation of this section.” Passive participation in hazing (such as attending a hazing incident or being a spectator) violates this policy. The tacit or explicit endorsement, approval or validation of hazing violates this policy. In addition, an individual who is in a position to be able to take reasonable action to stop or prevent hazing but fails to do so violates this policy.

Participation in hazing, actively or passively, will result in both individual student and student organizational disciplinary action, including possible expulsion from the California State University system and a permanent loss of recognition for the student organization. Disciplinary action will also be initiated against organizational

officers who permit hazing to occur. Organizational officers are expected and required to be aware of any potential hazing and to prevent any such conduct from occurring.

Student organizations and their organizational officers are responsible for controlling the actions of their alumni, inactive members, and any other individuals participating in their member activities.

Examples of prohibited activities include but are not limited to:

1. Any form of physically demanding or dangerous activity (calisthenics, runs, etc.) not part of a sanctioned university or auxiliary activity.
2. Paddling, shoving, hitting, slapping, punching, dragging, kicking, or shocking an individual regardless of degree or nature.
3. Compelling, pressuring or forcing an individual to consume, use or be exposed to alcohol, tobacco, or drugs or engage in drinking games.
4. Compelling, pressuring or forcing an individual to consume unusual, undue amounts, or odd preparations of food, liquids, substances or other items.
5. Throwing, pouring, submerging, or otherwise applying substances to the bodies, clothing, or belongings of individuals.
6. Morally degrading or humiliating games, performances, or other activities that make an individual the object of ridicule, amusement or intimidation.
7. Abducting or transporting an individual to undisclosed locations, abandoning individuals, or conducting any “kidnap,” “road trip,” or “ditch” that may in any way endanger or compromise the physical or mental health, safety, or comfort of any individual.
8. Confining an individual to unreasonably small, poorly ventilated, unsanitary, uncomfortable or unlit areas.
9. Restraining an individual in any manner.
10. Intentionally exposing an individual to unsafe, hazardous, or uncomfortable temperatures, conditions, or environments.
11. Compelling, pressuring or forcing an individual to engage in, encourage, or witness nonconsensual sexual behavior, including kissing, touching private parts, fondling, or intercourse, or in sexual simulations.
12. Activities that require an individual to remain in a fixed position for an extended period of time.
13. “Line-ups” involving intense or demeaning intimidation or interrogation, such as shouting obscenities, insults, or quizzing an individual.
14. Using demeaning, degrading or humiliating language, or derogatory names, or otherwise engaging in verbal abuse.
15. Assigning activities such as pranks or scavenger/treasure hunts in which a person is asked to deface or steal property, engage in humiliating acts, stunts, or bother other individuals or organizations/teams.
16. Exposing an individual to bodily fluids, including, but not limited to, blood, vomit, feces, urine, saliva, and semen, or compelling an individual to engage in activity that induces bodily functions.

-
17. Compelling individuals to wear or carry unusual, embarrassing, degrading, uncomfortable or physically burdensome items or apparel.
 18. Depriving individuals of sufficient sleep, comfortable sleeping arrangements, meals, or access to showers, baths, and sinks.
 19. Activities that interfere with an individual's academic efforts by causing exhaustion, loss of sleep, or loss of reasonable study time or by interfering with an individual's ability to attend class.
 20. Compelling, pressuring or forcing an individual to engage in acts of personal servitude for others including errands, cleaning, standing in line, completing academic assignments or tasks, driving and shopping.
 21. Compelling an individual to modify their body by way of branding, tattooing, piercing, shaving, weight loss, or other forms of modification.
 22. Compelling, pressuring or forcing an individual to not participate in familial, religious, cultural, or traditional activities, holidays, or events.
 23. Intentionally creating a mess and forcing others to clean up.
 24. Compelling individuals to purchase an animal or engage in animal cruelty or mistreatment.
 25. Blindfolding individuals in a manner that may cause intimidation, fear, or harm.
 26. Depriving new members access to or use of cell phones, wallets, keys or key fobs, or other personal possessions.

San Francisco State University | Hazing Website

Quick Links:

Standards for Student Conduct – Title V. Article 2.: <https://conduct.sfsu.edu/standards>

Registered Student Organizations Code of Conduct: <https://conduct.sfsu.edu/studorgconductprocedures>

Summary of the Standards for Student Conduct

Link: <https://conduct.sfsu.edu/standards>

Section 41301 outlines the behavioral expectations for students within the California State University (CSU) system. It emphasizes maintaining a safe and healthy educational environment, where students act as responsible members of the university community.

The policy describes:

- Student responsibilities to contribute to a positive and safe campus environment.
- Grounds for student discipline, including academic dishonesty, disruption, violence, alcohol/drug misuse, property violations, discrimination, hazing, misuse of technology, and failure to comply with university officials.
- Jurisdiction of conduct policies, applying both on and off campus and to students at various stages (applicants, current students, students between terms, and students awaiting degrees).
- Procedures ensuring due process when discipline is imposed.

Overall, §41301 serves as the central behavioral code governing student conduct and outlines the types of actions that may result in disciplinary consequences.

Specific Standards for Student Conduct Language Regarding Hazing

Hazing is defined as any method of initiation or pre-initiation into a student organization, or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, university or other educational institution in this state (Penal Code 245.6), and in addition, any act likely to cause physical harm, personal degradation or disgrace resulting in physical or mental harm, to any former, current, or prospective student of any school, community college, college, university or other educational institution.

The section further clarifies:

The term ‘hazing’ does not include customary athletic events or school sanctioned events.

Neither the express or implied consent of a victim of hazing, nor the lack of active participation in a particular hazing incident is a defense. Apathy or acquiescence in the presence of hazing is not a neutral act, and is also a violation of this section.

Summary of Registered Student Organizations Code of Conduct

Link: <https://conduct.sfsu.edu/studorgconductprocedures>

The Recognized Student Organization Code of Conduct (RSOCC) outlines the expectations, rules, and disciplinary procedures governing student organizations at San Francisco State University. It emphasizes maintaining a safe, inclusive, and healthy campus environment.

The policy explains:

- Requirements for becoming and remaining a recognized student organization.
- Expectations for member behavior and organizational accountability.
- The authority and procedures used by the Office of Student Conduct (OSC) and Student Activities (SA) to investigate and adjudicate alleged misconduct.
- Examples of unacceptable conduct, including dishonesty, disruption, alcohol/drug violations, discrimination, threats to safety, and hazing.

The range of sanctions that may be imposed on organizations found responsible for violations, from warnings to permanent loss of recognition.

Overall, the RSOCC provides a comprehensive framework ensuring that student organizations operate safely, lawfully, and in alignment with university and CSU system expectations.

Specific RSOCC Language Regarding Hazing

Hazing and Conspiracy to Haze. Hazing is defined as any method of indoctrination, initiation, or pre-initiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state ([Penal Code 245.6¹²](#)), and in addition, any act likely to cause physical harm, personal degradation, or disgrace resulting in physical or mental harm to any former, current, or prospective student of any school, community college, college, university, or other educational institution. The term "hazing" does not include customary athletic events or school sanctioned events. Neither the express or implied consent of a victim of hazing nor the lack of active participation in a particular hazing incident is a defense. Apathy or acquiescence in the presence of hazing is not a neutral act and is also a violation of this section.

Interim Sanctions

The Dean of Students or designee may immediately impose interim sanctions where there is reasonable cause to believe that such an action is required to protect the health, safety, and well-being of members of the campus community, to protect University resources and property, and/or to ensure the maintenance of order. This may include, but is not limited to, cases involving hazing, incidents involving injury or violence, sexual misconduct, illegal alcohol or drug activity, or an ongoing pattern of serious violations. Interim sanctions may include a temporary suspension of official recognition and/or restrictions on specific activities including, but not limited to, social probation, participation in campus events, hosting activities, conducting meetings, and recruiting members. Interim sanctions may remain in effect until a final sanction decision has been reached at the discretion of the Dean of Students or designee.

Hazing Prevention & Awareness Programs

New Student Orientation

All new San Francisco State University first-year and new transfer students, participating in orientation are provided details about hazing prevention and awareness during their small group peer mentor meetings. Starting in Summer 2026 all new students will be required to complete the CSU-SumTotal online learning modules about hazing prevention, education, and supportive measures.

All student supporters (parents and/families of San Francisco State University students) participate in a college student success workshop and presentation(s) that specifically review safety topics, reporting, and issues concerning harassment and hazing issues that arise on college campus. Families are provided an overview on how to support their students, how families can contact the university, and the reporting instruments available to document concerns.

Athletic Teams

The Office of Student Conduct, in collaboration with the Office of Civil Rights & Title IX, provides annual hazing prevention education and training to the Department of Intercollegiate Athletics. This training is delivered to student-athletes, coaches, and athletics staff and focuses on hazing prevention and awareness, institutional and CSU system requirements, reporting obligations, and available supportive measures. These sessions reinforce shared responsibility, clarify prohibited behaviors, and ensure athletics programs remain aligned with university policy, student safety standards, and Title IX and civil rights protections.

Officers of Recognized Student Organizations, University Sponsored Organizations, & Sports Clubs

During each registration period (annually from May – September each Fall semester and December – February each Spring semester), all recognized organizations participate in-person trainings during the fall semesters. In addition, all clubs are required CSU-SumTotal online learning module.

Campus Wide Event | National Hazing Prevention Week

San Francisco State University observed National Hazing Prevention Week with a series of campus-wide educational and engagement events, including tabling from September 17–24 where students participated in creating a “These Hands Don’t Haze” banner by stamping painted handprints as a commitment against hazing. The banner was formally displayed on September 24 in Malcom X Plaza, accompanied by announcements and anti-hazing pledges.

Supplemental Hazing Prevention Awareness Programs

The Student Activities Office hosted a Student Organization Town Halls that highlighted education and prevention expectations. In October, the Town Hall was integrated with Campus Safety Week through an Anti-Hazing Workshop and a Student Organization Town Hall, both focusing on hazing education and compliance requirements as part of broader campus safety initiatives.

Reporting Incidents of Hazing

Individuals—including students, faculty, staff, community members, and anonymous reporters—can submit a report whenever they witness, experience, or become aware of behavior that may violate university policy. Reports can be made even if the information is limited, and a person **does not need proof** for the university to begin reviewing or investigating the concern.

Reports may include concerns related to hazing, safety, alcohol/drug misuse, discrimination, harassment, organizational misconduct, or any behavior that jeopardizes the well-being of the campus community.

Reporting Mechanisms

The following offices serve as the primary campus resources for formally reporting student conduct concerns, discriminatory incidents, or issues involving student organizations. The Office of Student Conduct (Student Services Building, Suite 402) oversees individual and organizational conduct cases and offers dedicated reporting forms for both students and registered student groups. The Office for Civil Rights & Title IX (Student Services Building, Suite 205) addresses complaints involving discrimination, harassment, retaliation, and Title IX matters and provides an online reporting form for all related concerns. The Student Activities Office (Mashouf Wellness Center Administration Office) supports student organizations and assists with reporting misconduct involving clubs and student groups through its shared student organization reporting form. Each office may be contacted directly by email or phone, and reports can be submitted online for documentation and follow-up.

Office of Student Conduct

Email: conduct@sfsu.edu | Phone: 415-338-2032

Office: Student Services Building – Suite 402

Individual Student Misconduct Reporting Form:

https://cm.maxient.com/reportingform.php?SFStateUniv&layout_id=5

Student Organizations Misconduct Reporting Form:

https://cm.maxient.com/reportingform.php?SFStateUniv&layout_id=8

Office for Civil Rights & Title IX

Email: ocrtitleix@sfsu.edu | Phone: 415-338-3892

Office: Student Services Building – Suite 205

Title IX / Discrimination, Harassment, Retaliation Reporting Form:

https://cm.maxient.com/reportingform.php?SFStateUniv&layout_id=3

Student Activities Office

Email: activities@sfsu.edu | Phone: 415-338-3060

Office: Mashouf Wellness Center Administration Office

Student Organizations Misconduct Reporting Form:

https://cm.maxient.com/reportingform.php?SFStateUniv&layout_id=8

Hazing Investigation Process

Student Misconduct

The Office of Student Conduct (OSC) has the responsibility of handling all allegations of student misconduct on behalf of the University. When the OSC receives a report or information about a student's alleged misconduct, interim sanctions, and an investigation may occur if warranted. The OSC will send the student(s) a letter to schedule an informal conference, as well as notify the student of the allegations and the range of potential sanctions.

Allegations involving discrimination, harassment, and/or retaliation based on a protected status, or allegations of sex/gender discrimination, harassment, retaliation, sexual misconduct, dating or domestic violence, or stalking, will be handled by the campus Title IX Coordinator/DHR Administrator in accordance with the policy and procedures set forth in the [Interim CSU Nondiscrimination Policy](#), in coordination with OSC.

Student Clubs & Organizations

The Office of Student Conduct (OSC) and Student Activities (SA) have the responsibility for handling all allegations of RSO misconduct on behalf of the University. When the Student Activities Office receives a report or information about a student organization's alleged misconduct, interim sanctions and an investigation may occur if warranted (as determined by SA). SA will send the president or chair of the student organization a written letter to schedule an informal conference as well as to notify the president or chair of the allegations and the range of potential sanctions.

Allegations involving discrimination, harassment, and/or retaliation based on a protected status, or allegations of sex/gender discrimination, harassment, retaliation, sexual misconduct, dating or domestic violence, or stalking, will be handled by the campus Title IX Coordinator/DHR Administrator in accordance with the policy and procedures set forth in the [Interim CSU Nondiscrimination Policy](#), in coordination with OSC and SA.

Supportive Measures

These campus offices are available to provide comprehensive supportive measures for students navigating conflict, trauma, or complex personal circumstances. Services may include referrals to confidential counseling, advocacy for academic or safety accommodations, case management to coordinate care and communication, and access to mental health and trauma-informed support. Resources such as Counseling & Psychological Services (CAPS), the SFSU Psychology Training Clinic, Student Health Services, and The SAFE Place offer confidential emotional and therapeutic support, while offices like the Dean of Students, Equity & Community Inclusion, Office for Civil Rights & Title IX, Student Activities, and Student Conduct help students explore reporting options, resolve concerns, and receive assistance tailored to their needs. Together, these departments ensure that students not only have pathways to report issues but are supported holistically throughout the process.

CAMPUS RESOURCES

Resources Include Referral, Advocacy, Case Management, and Mental Health and Trauma Support

Department / Program	Website
Counseling & Psychological Services (CAPS)	https://psysevs.sfsu.edu
Dean of Students Office	https://dos.sfsu.edu/
Office of Student Conduct	https://conduct.sfsu.edu/index.php/
Student Activities Office	https://activities.sfsu.edu/
SFSU Psychology Training Clinic	https://psychology.sfsu.edu/clinical/psychological-services
Student Health Services	https://health.sfsu.edu/
Office for Civil Rights & Title IX	https://titleix.sfsu.edu/
Office of Student Conduct	https://conduct.sfsu.edu/
The SAFE Place	https://dos.sfsu.edu/safeplace
Equity & Community Inclusion	https://equity.sfsu.edu/
University Police Department (UPD)	https://upd.sfsu.edu

Academic Year 2025-2026 Report Phase 2

Findings | January 1 – June 30, 2026

Pursuant to federal law, San Francisco State University shall prepare and publish a report that includes all hazing violations that occurred during the reporting period, without disclosing personally identifiable information of individuals. The report shall only include information for recognized student organizations as defined in the [CSU Student Activities Policy](#).

Reports are published every six months. Any findings from January 1 through June 30, and again from July 1 – December 31 each year.

This report will remain on the University's website for a minimum of five (5) years.

Report Website Location Link:

Report Definitions: For purposes of the CHTR, the following definition applies to established or recognized organizations:

- Recognized Organizations: defined in the [CSU Student Activities Policy](#).
- Established Organization:
 1. an organization that includes students and is affiliated with the university such as a band, athletics team, student government, or
 2. an organization that was previously recognized at the institution.

Report Content

The following report includes information for each hazing violation for established or recognized organizations and include the following components:

1. The organization or team's name found guilty, responsible, or culpable for the hazing violation and their recognition status at the university, with no personally identifiable information,
2. General description of the violation (and whether the violation included the abuse or illegal use of alcohol or drugs),
3. The date the incident occurred, the date the investigation was initiated, the date the investigation ended, and the date the organization was notified,
4. The violation that resulted in a formal finding, and
5. Any sanctions and lengths of the sanctions imposed.

Hazing Violations

Resources Include Referral, Advocacy, Case Management, and Mental Health and Trauma Support

Organization Name	Recognition Status	Violation Description	Date of Incident	Formal Hearing Date	Sanctions + Timeline
Women's Soccer	Athletics Team	Treating New Members Differently	08-30-2025	09-29-2025	Warnings, Probations (1-2 years)
No additional allegations as of June 30, 2026					

California Stop Campus Hazing Act

Pursuant to [California Education Code Section 66309](#), no later than June 30th of each year, campuses shall include the number of hazing incidents that constitute a violation of university policy. The university shall report how many of those violations were affiliated with a conference-based competitive program or a recognized social sorority or fraternity.

Clery Act Annual Security Report

Pursuant to the federal Stop Campus Hazing Act, all reports of hazing as defined in Appendix A that are reported to have occurred in locations defined as Clery geography by [34 CFR 668.46\(a\)](#) shall be reported promptly through the Clery Act reporting channels established by the institution. The Campus Clery Director shall be responsible for including these reports of hazing in the Annual Security Report.

Review the Clery Act Annual Security Report Link Here:

https://upd.sfsu.edu/sites/default/files/documents/2025_Annual_Security_Report_Final.pdf

**Hazing statistics will be included in the Clery Act Annual Security Report beginning in 2026.*

Questions & Contact Information

Questions concerning about the Campus Hazing Transparency Report (CHTR) the content outlined in this report can be referred to the offices listed below:

Office of Student Conduct

Email: conduct@sfsu.edu | Phone: 415-338-2032

Office: Student Services Building – Suite 402

Student Activities Office

Email: activities@sfsu.edu | Phone: 415-338-3060

Office: Mashouf Wellness Center Administration Office

Dean of Students Office

Email: dos@sfsu.edu | Phone 415-338-2032

Office: Student Services Building – Suite 403