

connection with an organization which causes or is reasonably likely to cause personal degradation or disgrace resulting in physical or emotional harm to any student.

- 8.2. The University regulation on hazing is consistent with Title V of the California Code of Regulations (5 CA ADC § 41301) and California Penal Code section 245.6.
- 8.3. The University will consider hazing to be any portion of the pledging and/or initiation process, whether on or off campus, which could cause discomfort, pain, fright, disgrace, embarrassment, injury or is personally degrading regardless of the intent or end result.
- 8.4. Hazing activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside the confines of the chapter house; required possession of items; wearing public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; any other activities which are not consistent with academic achievement, fraternal law, ritual, University policies, or applicable state law.
- 8.5. Any activity done with the consent of the persons involved does not exempt it from this policy.

9. Acts of Unlawful Harassment and Discrimination

The University prohibits acts of unlawful harassment and discrimination, by and against students, including hostile behavior that is engaged in on the basis of a person's race, color, national origin, ancestry, sex (gender) sexual orientation, age, religion, religious creed, physical or mental disability, medical condition, marital status, military status, citizenship status, and other status protected by law.

Individuals are expected to respect the rights of others. As an educational community, the University of the Pacific is committed to responsible behavior, which gives evidence of individuals having considered the ethical and social consequences of actions for oneself and for others.

- 9.1. The University will not tolerate behavior that constitutes acts of unlawful harassment and discrimination, because such behavior undermines the emotional, physical, or ethical integrity of any community member. Such proscribed behavior includes but is not limited to:
Physical, visual or verbal conduct that demeans, ridicules, defames, stigmatizes, intimidates, or impedes the learning or work or movement of a person or persons, when engaged in on the basis of a person's race, color, national origin, ancestry, sex (gender), sexual orientation, age, religion, religious creed,

physical or mental disability, medical condition, marital status, military status, citizenship status, and other status protected by law. Such conduct is not protected by the University's policy on freedom of expression, described in Section 7 of Tiger Lore. These prohibited actions or behaviors, when engaged on the basis of these factor(s) also include but are not limited to:

- 9.1.1. Verbal, nonverbal, or computer generated words or symbols;
- 9.1.2. Epithets, insults, jokes, teasing, or derogatory comments;
- 9.1.3. Behavior or physical contact that impedes or blocks movement;
- 9.1.4. Derogatory posters, cartoons, or drawings;
- 9.1.5. Persistent unwanted behavior that threatens or intimidates;
- 9.1.6. Electronic postings, online communities, blogs (including University blogs).

SEXUAL MISCONDUCT INTRODUCTION

Pacific community members shall be able to pursue their interests in a safe and respectful environment free from any form of sexual misconduct. The University will not tolerate such acts against its members, will evaluate known incidents of alleged sexual misconduct, and, when appropriate, apply judicial action.

This policy pertains to incidents of sexual misconduct between students or when the alleged perpetrator is a student. Alleged victims may be of any gender or sexual orientation. This policy defines sexual misconduct and the activities that constitute a violation; identifies procedures for responding to incidents; outlines options for reporting alleged violations; and explains the judicial hearing process for alleged violations. In instances where a student asserts that a faculty or staff member has engaged in sexual misconduct, a student should alert the Director of Judicial Affairs who will assist the student in communicating with University Human Resources.

Reporting is the only way the University can take action against an alleged violator of the policy. Students may choose to file a report of alleged sexual misconduct at any point in time; however, anyone that is made aware of an alleged assault is strongly encouraged to report incidents to appropriate University officials as soon as possible. Reporting within 72 hours will help ensure that a student receives appropriate medical attention and emotional support. Timely reporting will also aid in the collection and preservation of potential evidence. In order to provide the level of care to reporting of such events and to avoid any failures of communications, the University expects that a student's reporting of alleged incidents of sexual misconduct should include an electronic, email, or in-person report to a University staff member who is at the director or higher level in administration.