BABSON COLLEGE

Campus Hazing & Student Organization Conduct Transparency Report

Updated June 2026

Data from January 2025 through June 2026

Table of Contents

Hazing Policy 1

Hazing Resources 2

Hazing Prevention 3

Campus Hazing & Student Organization Transparency Report 4

Successes & Future Directions 5

Hazing Policy

STOP CAMPUS HAZING ACT

A federal act named the Stop Campus Hazing Act was signed into law in December 2024. This federal law requires the College to compile and disclose statistics on hazing incidents in its Annual Security Report, to publish information related to hazing incidents involving student organizations in a Campus Hazing Transparency Report, and to publish specified information related to antihazing policies and hazing prevention and awareness programs. The College fully complies with the federal Stop Campus Hazing Act.



MASSACHUSETTS LAW

Hazing is a crime defined under Massachusetts law as “any conduct or method of initiation into any student organization, whether on public or private property, which wilfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping; beating; branding; forced calisthenics; exposure to the weather; forced consumption of any food, liquor, beverage, drug, or any other substance; or any other brutal treatment, or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest, or extended isolation.”

COLLEGE POLICY

Hazing is strictly prohibited by the College. Suspected or reported violations of this policy will be investigated and addressed by the College in accordance with applicable College policy and may result in disciplinary action up to and including expulsion for students, termination of employment for College employees, and/or termination of all benefits of affiliation with the College for all other members of the College community.

For purposes of this policy, hazing means any action or situation that recklessly or intentionally endangers, or has the potential of endangering, the mental or physical health or safety of a student for purposes including, but not limited to, pre-initiation, initiation, or admission into or affiliation with any organization.

BABSON'S HAZING CATEGORIES

Subtle Hazing

Behaviors that create or build upon a power imbalance between members of a group, team, or organization. Subtle hazing is often taken for granted or viewed as harmless by those doing or being impacted by subtle hazing. Subtle hazing often disrupts one's integrity and mutual respect, oftentimes resulting in humiliation or embarrassment.

Overt Hazing

Behaviors that may cause physical, emotional, or psychological discomfort or undue stress to oneself or others.

Potentially Violent Hazing

Behavior that may cause physical, emotional, or psychological harm to oneself or others.

BABSON'S HAZING CATEGORIES

Subtle Hazing

- Deprivation of privileges granted to other members
- Requirement to engage in activities or service based on new member status
- Drills/tests on trivial or noneducational information unrelated to club/organization purposes, often with consequences for failure to produce the correct answers
- Expecting certain items to always be in one's possession
- Name calling or requiring members to refer to other members with formal titles
- Requiring members to wear humiliating attire or carry humiliating items

BABSON'S HAZING CATEGORIES

Overt Hazing

- Forced engagement in stunts or otherwise embarrassing behaviors
- Yelling, using derogatory language, insulting, and/or other verbal actions intended to induce fear, discomfort, or stress
- Threats or implied threats
- Expecting members to harass others
- Encouraged engagement in behaviors based upon a points or ranking systems
- Encouraged consumption of food, liquid, alcohol, drugs, or other substances
- Forced engagement in law-breaking behaviors that causes stress or discomfort

BABSON'S HAZING CATEGORIES

Potentially Violent Hazing

- Whipping, beating, branding, or other corporal punishment
- Exposure to the elements or adverse conditions
- Forced consumption of food, liquid, alcohol, drugs, or other substances
- Forced physical activity to the point of harm, including engagement in calisthenics or sleep deprivation
- Forced behaviors that cause extreme emotional distress, such as social isolation, forced embarrassing behavior, etc.
- Forced engagement in law-breaking behaviors that lead to harm
- Abduction / kidnapping
- Public nudity
- Expecting or requiring members to inflict harm upon others

Hazing Resources

ON-CAMPUS RESOURCES

Resource	Email	Telephone
The Office of Community Standards	Communitystandards@babson.edu	781-239-6344
The Office of Student Engagement	Ose@babson.edu	781-239-4500
Vice President of Learner Success and Dean of Campus Life	deanofcampuslife@babson.edu	781-239-5028
Dean of Students	deanofstudents@babson.edu	781-239-4084
Public Safety	Publicsafety@babson.edu	781-239-5555 (Emergency); 781-239-4555 (Non-Emergency); 781-237-8164 (Anonymous Tipline)
Office of Human Resources (for hazing matters involving College employees or volunteers)	Hr@babson.edu	781-239-5497

HAZING REPORTING FORM

Hazing Experience Reporting Form

The reporting form can be completed anonymously or with the reporting party's name attached to the form. Named reporters will be contacted by the College. Anonymous reports will be followed up to the best ability of the College utilizing the information contained in the report.



HAZING INVESTIGATION PROCESSES

- Suspected or reported hazing involving students will be investigated and addressed in accordance with the Student Accountability Process as described in the Community Code of Student Conduct and/or other applicable policies and procedures. Students who fail to comply with this policy and/or applicable hazing laws will be subject to disciplinary action in accordance with the same, which may result in action including immediate suspension from College housing, suspension or expulsion from the College, loss of organizational recognition, and other sanctions.
- Suspected or reported hazing involving College employees will be investigated and addressed in accordance with the Employment Guidelines and/or other applicable policies and procedures. Employees who fail to comply with this policy and/or applicable hazing laws will be subject to disciplinary action in accordance with the same, which may result in action up to and including termination of employment.
- Suspected or reported hazing involving members of the College community other than students or employees will be investigated and addressed in accordance with applicable College policies and procedures depending on their status, role, and/or affiliation with the College. Members of the College community other than students and employees who fail to comply with this policy and/or hazing laws will be subject to disciplinary action in accordance with the same, which may result in action including removal from College property, suspension of privileges, and/or termination of all benefits of affiliation with the College.

Hazing Prevention

HAZING PREVENTION AND AWARENESS

The College maintains a prevention and awareness program which includes a number of prevention strategies intended to stop hazing before it occurs. Details regarding the prevention and awareness program are available here and on the Annual Security Report.



SAMPLE PREVENTION STRATEGIES

- Notification of Hazing Policies in Athlete and Student Organization Registration Processes
- Hazing Prevention Week Tabling and Programming
- Notification of Hazing Policies and Reporting Form in Advance of Fraternity and Sorority Rush Season
- Hazing Prevention Trainings with Student Organization Advisors and Student Organizations
- Green Dot Bystander Intervention Training
- Staff Mentoring and Advising of Student Leaders

SAMPLE APPROPRIATE TEAM-BUILDING ACTIVITIES

- Ice Breakers
- Collaborative Activities
- Structured Team Workshops
- Peer Mentor Programs
- Additional Working Sessions
- Group Social Gatherings

Please note that these activities can be appropriate when done intentionally, inclusively, respectfully, and in alignment with organization goals. However, these activities can become inappropriate if made exclusive, dangerous, or harmful. Appropriate team-building focuses on collaboration, inclusion, autonomy, and mutual respect!

Campus Hazing Transparency Report

CAMPUS HAZING TRANSPARENCY REPORT

Pursuant to The Stop Campus Hazing Act (SCHA), Babson College will publish information about any student organization established or recognized by the College that is found responsible for a hazing violation since 2025. Babson College will include additional information or context relating to such violations in accordance with the SCHA. The goal of this report is to increase awareness of the campus community regarding behavior that will allow students and their support systems to make educated decisions regarding involvement in organizations here at the College.

This report will be updated at least biannually in accordance with the SCHA if there is a finding of a hazing violation by a student organization established or recognized by the College.

FALL 2025

Women's Lacrosse

Women's Lacrosse was found responsible for (a) Hazing and (b) Disruptive Behavior.

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Disciplinary Probation, effective September 29, 2025 through May 16, 2026
2. One Organizational Education Session with Campus Administrators

SPRING 2026

Sigma Phi Epsilon

Sigma Phi Epsilon was found responsible for (a) Hazing.

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Deferred Suspension, effective April 27, 2026 to May 15, 2027
2. Organizational Education Plan, including 3 sessions with Campus Administrators
3. Loss of Recruiting Privileges until Education Plan Completed (can be lifted as soon as Spring 2027)

Highlights & Future Directions

HIGHLIGHTS

- **Strengthened cooperation between Student Engagement, Athletics, Wellness & Prevention, and Community Standards**: Our teams are enhancing collaboration in how we engage with our student organizations and teams. This has led to more proactive communication with student organizations and students about potential behavioral concerns.
- **Enhanced focus on prevention efforts as a whole:** A working group on holistic prevention convened over Summer 2025 to discuss behavioral trends and prevention at Babson. This group discussed hazing prevention as well as other prevention efforts.

FUTURE DIRECTIONS

- **Creating Additional Team and Organization Facing Resources:** As we head into the Spring of 2026, we are aiming to create even more materials for teams and organizations such as workshops, pamphlets, tabling materials, and more.
- **Continuing to Gather, Assess, and Share Data:** In addition to data collection for the Campus Hazing Transparency report, our offices routinely gather data about student and student organization trends. We are working on a regular cadence for data assessment and sharing.
- **Broader Training for Faculty and Staff:** In addition to advisors and coaches, it is helpful to inform faculty and staff about hazing and how to encourage positive team-building—within and beyond the traditional recognized student organization.

Student Organization Conduct History

STUDENT ORGANIZATION CONDUCT HISTORY

Babson College believes that transparency about student organization conduct information of all kinds is in the best interest of the well-being of our students and community. As such, in addition to the information on hazing, the College has elected to publish certain information about student organizations established or recognized by the College that were found responsible for a student organization policy violation since 2025. The goal of this report is to increase awareness of the campus community regarding behavior that will allow students and their support systems to make educated decisions regarding involvement in organizations here at the College. This student organization conduct information may be updated by the College from time to time in its discretion.

SPRING 2025

Phi Delta Theta

Phi Delta Theta was found responsible for (a) Alcohol-Possession/Consumption, (b) Alcohol-Proving Alcohol to Underage Individuals, (c) Damage, (d) Drug-Use/Possession, (e) Violation of Published College Policies, and (f) Fire and Life Safety-Possession of Unauthorized Item.

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Disciplinary Probation, effective March 10, 2025 through May 9, 2026
2. Loss of Special Interest Housing, effective May 10, 2025 through May 9, 2026
3. Three Organizational Planning & Support Meetings with Campus Administrators
4. Restitution

FALL 2025

Sigma Phi Epsilon

Sigma Phi Epsilon accepted responsibility for (a) Damage and (b) Disruptive Gatherings.

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Administrative Warning, effective October 2, 2025 through March 13, 2026
2. Restitution

FALL 2025

Theta Chi

Theta Chi was found responsible for (a) Disruptive Gatherings, (b) Noise, and (3) Alcohol-Unauthorized Locations for Alcohol Consumption. Theta Chi accepted responsibility for (a) Alcohol-Drinking Paraphernalia/Drinking Games.

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Administrative Warning, effective October 7, 2025 through March 20, 2026
2. Organizational Educational Assignment

FALL 2025

Delta Tau Delta

Delta Tau Delta was found responsible for (a) Damage.

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Administrative Warning, effective October 6, 2025 through February 6, 2026
2. Restitution

FALL 2025

Delta Tau Delta (Second Violation in Calendar Year)

Delta Tau Delta was found responsible for (a) Disruptive Gatherings and (b) Possession of an Unauthorized Item and accepted responsibility for (c) Violation of Published College policies.

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Disciplinary Probation, effective February 6, 2026 through February 6, 2027
2. Organizational Educational Assignment

SPRING 2026

Entrepreneurship Tower (Special Interest Housing)

Entrepreneurship Tower was found responsible for (a) Failure to Comply.

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Disciplinary Probation, effective February 17, 2026 to August 31, 2026

SPRING 2026

BAPSA

BAPSA was found responsible for (a) Alcohol-Possession/Consumption and (b) Failure to Comply.

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Administrative Warning, effective April 16, 2026 to August 31, 2026
2. Facilities Ban from Carling-Sorenson Theatre, effective April 16, 2026 to May 15, 2027
3. Educational Assignment to Create Event Safety Plan

SPRING 2026

Club Polo

Club Polo accepted responsibility for (a)Student Organization-Financial Misconduct

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Deferred Suspension, effective April 22, 2026 to May 8, 2027

SPRING 2026

Men’s Hockey

Men’s Hockey was found responsible for (a) Disruptive Behavior

As a result of the investigation and student organization accountability process, the following sanctions were assigned by the College:

1. Organizational Administrative Warning, effective May 11, 2026 to December 19, 2026