



Midwestern Baptist Theological Seminary and Spurgeon College

Anti-Hazing Policy

Effective Date: June 23, 2025

I. Introduction and Prohibition

Midwestern Baptist Theological Seminary & Spurgeon College serves the church by biblically educating God-called men and women to be and make disciples of Jesus Christ. From start to finish, Midwestern seeks to dramatically transform students by renewing their minds with biblical truth, impacting their hearts with ministry passion, and enriching their souls with deepened Christ-likeness.

Consistent with Scripture, institutional values, and federal and Missouri law, **hazing is strictly prohibited** at Midwestern Baptist Theological Seminary and Spurgeon College.

II. Scope and Effective Date

This policy is effective **June 23, 2025**, in accordance with the Stop Campus Hazing Act. Obligations for tracking and reporting hazing incidents take effect on **January 1, 2025**.

III. Definitions

A. Hazing

Hazing is defined as:

1. **Knowingly participating in or causing a willful act, occurring on or off the campus of a public or private college or university, directed against a student or a prospective member of an organization operating under the sanction of a public or private college or university, that recklessly endangers the mental or physical health or safety of a student or prospective member for the purpose of initiation or admission into or continued membership in any such organization to the extent that such person is knowingly placed at probable risk of the loss of life or probable bodily or psychological harm. (§ 578.365 RSMo)**

2. Hazing includes, but is not limited to:

- a. Any activity which recklessly endangers the physical health or safety of the student or prospective member, including but not limited to physical brutality, whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or forced smoking or chewing of tobacco products;
- b. Any activity which recklessly endangers the mental health of the student or prospective member, including but not limited to sleep deprivation, physical confinement, or other extreme stress-inducing activity; or
- c. Any activity that requires the student or prospective member to perform a duty or task which involves a violation of the criminal laws of this state (Missouri) or any political subdivision in this state.

3. 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:

- a. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- b. 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.

4. Examples of hazing include, but are not limited to, the following:

- a. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- b. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- c. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- d. Causing, coercing, or otherwise inducing another person to perform sexual acts;
- e. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- f. Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

- g. Any activity that induces, causes, or requires another person to perform a duty or task 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.

B. Student Organization

Any student group, club, team, or recognized entity operating under the authority or recognition of Midwestern Seminary or Spurgeon College and consisting of two or more enrolled students.

C. Institution

Refers collectively to **Midwestern Baptist Theological Seminary and Spurgeon College**, located in Kansas City, Missouri.

IV. Institutional Response to Hazing

A. Reporting

1. Any person who receives a complaint of hazing, or who observes or learns of conduct that is reasonably believed to violate this policy, is required to immediately report the alleged conduct to the Dean of Students' Office or Campus Security. Student organization/team members and officers/captains should immediately report any hazing incidents that occur within their organization to the Dean of Students. Students, faculty, administrators, coaches, staff, consultants, alumni, and volunteers have a duty to report violations of this policy.
2. Any person who believes that another person is in serious physical danger shall immediately call 911 to obtain immediate medical assistance.
3. In addition to the duty to report hazing to the Dean of Students' Office as identified in the prior paragraphs, in some circumstances, there is also a duty to report allegations of criminal conduct to law enforcement.
4. All reports of hazing shall include a detailed description of the events that have transpired, the names of any individuals involved, and a description of any actions taken by the organization. Upon receiving the report, the Dean of Students' Office will investigate as described in this policy, and the organization's president, director, advisor, or coach will be notified.
5. The institution is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, the institution's ability to obtain additional information may be compromised, and the ability to investigate anonymous reports may be limited.
6. Reports may be submitted via:
 - o Email or phone the **Office of the Dean of Students**:
 1. Email: deanofstudents@mbts.edu
 2. Phone: 816-414-3889

- **Campus Security Office:** 816-414-3836
 - **Emergency:** 911
7. Retaliating against an individual who made a report of hazing is prohibited. Retaliation includes, but is not limited to, intimidating, threatening, coercing, or discriminating against an individual because the individual made a report of hazing.
 8. The institution seeks to remove barriers to reporting hazing. To this end, when a violation of the Student Handbook related to prohibited conduct is discovered as a result of a good faith report of hazing, the report will be considered a mitigating factor in any disciplinary process involving the reporting party, provided that no one sustained serious mental and/or physical harm as a result of actions taken by the reporting party.

B. Investigation and Adjudication

1. The Dean of Students' Office will coordinate hazing investigations. When appropriate, other institutional offices may handle certain aspects of the institution's response (e.g., Human Resources, Campus Security, Title IX office, etc.).
2. A hazing allegation involving students will be investigated and resolved in keeping with the student conduct process outlined in the Student Handbook. Hazing allegations involving faculty will be investigated and resolved in keeping with the Faculty Handbook. Hazing allegations involving staff will be investigated and resolved in keeping with the Employee Handbook. However, any hazing allegation that also constitutes a possible violation of the institution's Title IX policy will be addressed under the Title IX policy.
3. The institution may charge an individual or a group with a violation of this Hazing Policy via the Student Code of Conduct and/or any other institutional rules, regulations, or policies.
4. Criminal matters will be referred to law enforcement when appropriate.
5. Interim safety measures may be implemented during investigations.
6. All disciplinary decisions are at the sole discretion of the institution.

C. Disciplinary Sanctions

1. Students and organizations found responsible for hazing are subject to the **full range of disciplinary measures**, including suspension or expulsion.
2. Organizational sanctions may include suspension or revocation of recognition.
3. Appeals follow the procedures outlined in the Student Handbook.
4. Faculty/staff will be disciplined according to applicable institutional policy.

V. Education and Prevention

A. All students seeking membership in a registered student organization or student group at Midwestern Baptist Theological Seminary and Spurgeon College must complete the anti-hazing training provided by the institution. Failure to complete the training will result in the student being denied the ability to join any recognized student organization, team, or group.

B. Any faculty or staff member, as well as any individual who is not a faculty member, staff member or staff, but who is involved with a student organization in the role of leader, advisor, coach, sponsor, mentor, supervisor, or participant, must complete the anti-hazing training provided by the institution.

C. The institution will do the following:

1. Provide research-based or evidence-informed education and training;
2. Develop strategies to break barriers related to reporting hazing;
3. Address the bystander effect;
4. Include hazing in campus education programs;
5. Create a campus-wide effort for employees and students to identify warning signs of hazing, understand how to report, and take action.

D. The institution must have a designated Hazing Prevention Coordinator.

1. The Hazing Prevention Coordinator (Dean of Students) must ensure that all members, prospective members, and anyone who is employed by or volunteers with the organization completes the required hazing prevention education program.
2. The Hazing Prevention Coordinator (Dean of Students) will maintain records that demonstrate all group participants are eligible for participation based on completion of the anti-hazing training. If a student is unsure if they have completed the required program, they should contact their organization's Hazing Prevention Coordinator to verify their eligibility to join a student organization or group.

VI. Public Disclosure

A. The institution will publish a Campus Hazing Transparency Report (CHTR).

1. The CHTR will summarize the findings concerning any established or recognized student organization found to be in violation of the institution's standards or conduct relating to hazing, regardless of the location of the incident.
2. For each such finding, the CHTR will include the following:
 - a. The name of the student organization, but no personally identifying information of any individual;

- b. A general description of the violation, including whether it involved abuse or illegal use of alcohol or drugs;
 - c. The findings;
 - d. A description of any sanctions imposed;
 - e. The date(s) of the occurrences of hazing;
 - f. The date the investigation was initiated;
 - g. The date the investigation ended; and
 - h. The date the institution notified the student organization of the report claiming a violation of the hazing policy.
3. The CHTR will include the following:
- a. A statement of the availability of the statistics on hazing in the Annual Safety & Security Report (ASSR) and a link to the ASSR.
 - b. Information about the institution's policies relating to reporting and investigating allegations of hazing.
 - c. Applicable local, State, and Tribal laws on hazing, if any.
4. The CHTR will be published on the institution's website.
5. The CHTR will be updated by January 1st and August 1st of each year if there has been at least one hazing incident that is required to be reported.

B. Just as other reportable events that are required to be included in the institution's Annual Safety and Security Report, the institution will include reported incidents of hazing made to Campus Security Authorities or local police agencies in the Annual Safety and Security Report. The first year for including incidents of hazing will be the calendar year of 2025, for the report that will be published by October 1, 2026.

VII. Liability Disclaimer

While this policy describes the anti-hazing policy of, and expectations for, Midwestern Baptists Theological Seminary and Spurgeon College and people subject to this policy, this policy does not create any duty, and/or liability for the institution or any person subject to this policy other than liability that exists under Federal and/or Missouri law.