



Anti-Hazing Policy

I. Purpose

This Policy is intended to protect all community members at Albert Einstein College of Medicine (“Einstein”) from the harmful and debilitating effects of hazing.

II. Scope

This Policy applies to all individuals and organizations affiliated with Einstein, including but not limited to all members of the Einstein community, including faculty, staff, students, student organizations, postdoctoral fellows, alumni, volunteers, and any visitors or other individuals invited to Einstein facilities. The prohibition against hazing applies to conduct that occurs on or off campus, between two or more people affiliated with Einstein, or any student or other organization associated with Einstein.

III. Policy

Einstein fully supports the right of all people to be treated with fairness, dignity and respect. It is committed to fostering a safe and respectful environment where people can learn, live and work free from intimidation, aggression, coercion and victimization, including hazing. This Policy specifically outlines Einstein’s definition of hazing, reporting procedures, investigation processes, sanctions, prevention and training efforts, and transparency measures in compliance with the Stop Campus Hazing Act of 2024 and New York State Education Law Article 129-A (the “Henderson rules”).

III.A. Prohibited Conduct

The conduct listed below is prohibited in connection with initiation into, affiliation with, admission to, or as a conduct for, continued membership in any Einstein organization as defined in Section IV below.

Prohibited conduct may violate more than one Einstein policy (e.g., this Anti-Hazing Policy, [Title IX Sex-Based Misconduct, Sex Discrimination, and Harassment Policy](#), [Code of Conduct](#)). Moreover, hazing may also violate the New York State Penal Law.

III.A.1. Examples of Prohibited Conduct

Examples of prohibited hazing at Einstein include, but are not limited to any expectation that any person joining a club or organization:

- Drink alcohol or use drugs
- Eat any food, drink or other substance inappropriately or against their will during any membership activities
- Engage in any degrading or humiliating act, including verbal abuse, forced servitude (e.g., cleaning or performing menial tasks under duress) or mental manipulation

- Endure any physical striking, beating, burning, or branding (or commit such acts upon another)
- Endure, cause, coerce or otherwise induce sleep deprivation, excessive fatigue, or extreme physical exertion (e.g., excessive calisthenics)
- Commit any theft, property destruction, criminal act, or any activity that violates any aspect of Einstein's Code of Conduct or other policies
- Experience or cause any person to experience confinement to small spaces, being duct-taped or physically restrained, sexual assaulted, or abandoned in unfamiliar locations
- Engage in any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct
- Use threats or intimidation to instill fear or compliance

III.A.2. Supporting and Condoning Hazing Prohibited

Under Einstein policy, bystanders and witnesses who are apathetic in the presence of, and/or acquiescence to, hazing are not neutral and may be construed as supporting and condoning acts of hazing. Individuals and organizations who participate in acts of hazing to any degree may be held accountable under this Anti-Hazing Policy, the [Title IX Sex-Based Misconduct, Sex Discrimination, and Harassment Policy](#) and/or the Code of Conduct, depending on the specific conduct alleged.

III.A.3. Retaliation Prohibited

Einstein strictly prohibits any retaliation or adverse action taken against any person for making a good-faith report of a violation of this Policy or participating in any investigation or proceeding under this Policy. Examples of retaliation include threatening, harassing, intimidating, or any other conduct that would discourage a reasonable person from engaging in an activity protected under this Policy.

III.B. Compliant Reporting, Investigation, Transparency and Training

III.B.1. Reporting

Any member of the Einstein community can report alleged acts of hazing. Einstein encourages individuals to report to appropriate Einstein officials and/or law enforcement agencies.

Reports of hazing may be made in the following ways:

Anyone may report online, by completing the form available on the "[Reporting Bias, Mistreatment & Other Grievances](#)" Site or calling the Montefiore-Einstein Ethics Point Hotline at 1-800-662-8595.

- Anyone may report to the Office of Security and Transportation by calling 718-430-2180, or reporting in person, Forchheimer G-09. If the Office of Security and Transportation is closed, the Forchheimer Security Desk is open 24 hours 7 days a week and can assist..
- MD or MSTP Students may make reports to the Office of Student Affairs, by emailing student-affairs@einsteinmed.edu, calling 718-430-3060, or reporting in person at the Belfer Building, Room 210.

- Ph.D. or MSTP Students may report to the Graduate Division of Biomedical Sciences by emailing phd@einsteinmed.edu, calling 718-430-4046, or reporting in person at the Belfer Building, Room 203
- Anyone may report to the Title IX Coordinator, Yvonne Ramirez, by emailing yvonne.ramirez@einsteinmed.edu, calling 718-430-2541, or reporting in person at the Belfer Building, Room 1209.
- Anyone may report to the Office of General Counsel by emailing ogc@einsteinmed.edu, or by calling 718-430-3712.
- Postdoctoral fellows may make reports to the Belfer Institute for Advanced Biomedical Studies by emailing BelferInstitute@einsteinmed.edu, calling 718-430-3191, or reporting in person at the Postdoc Office, Belfer Building, Room 915.

Einstein will investigate any anonymous reports to the extent possible and keep records and reports of certain anonymous calls pursuant to the requirements of the Clery Act. However, individuals reporting anonymously should be aware that reporting anonymously may affect Einstein's ability to investigate and respond effectively to complaints.

III.B.2. Investigation

Where allegations of hazing are made against any student organization, the matter will be investigated and adjudicated by the Office of Student Affairs or other sponsoring department, as applicable.

Where allegations of hazing are made against an individual, the matter will be investigated and adjudicated by Student Affairs, Human Resources, and/or the Office of General Counsel, as appropriate and in accordance with Einstein policies and procedures.

Substantiated allegations against student organizations may result in both individual and organizational sanctions. Sanctions against student organizations may include, but is not limited to:

- Warning
- Loss of institutional funding
- Suspension of campus organization
- Removal of campus organization
- Individual disciplinary action against all members or a sub-group of members of the student organization
- Following the specific sanction procedure for an individual student's program, an individual employee's collective bargaining unit, and/or other appropriate policy or procedure

When an individual student respondent is found responsible for conduct prohibited by this Policy, sanctions may include suspension or expulsion. When an individual employee respondent is found responsible for conduct prohibited by this Policy, sanctions may include termination of employment.

Other sanctions that may be imposed on student respondents or employee respondents include a warning, disciplinary probation, restriction from employment by Einstein, removal from Einstein housing, removal from courses or activities, loss of privileges, issuance of no-contact orders, exclusion from certain areas of the campus or facilities, removal or non-renewal of scholarships, community service, and/or restitution.

Depending on the circumstances of the prohibited conduct, a respondent may also be required to undergo an assessment and treatment by a therapist or counselor, attend an intervention treatment program, and/or issue a letter of apology.

Einstein reserves the right to report allegations of hazing that may violate federal, state or local law to appropriate law enforcement agencies. Any criminal sanctions are part of a separate process; however, Einstein will cooperate with any criminal process to the extent required by law or regulation.

If warranted in the judgment of the assigned investigator, and in consultation with other appropriate offices, as appropriate, Einstein may coordinate supportive measures and/or interim safety measures, including suspensions from activities or campus, during the course of the investigation for both complainants and respondents.

III.B.3. Transparency

Twice per year, Einstein will publish a Campus Hazing Transparency Report (CHTR), in accordance with the 2024 Stop Campus Hazing Act. Einstein's CHTR is available on its [website](#) and includes:

1. The name of any student organization established by or recognized by the institution found to have committed a hazing violation
2. The date of the incident
3. The date the investigation began
4. The date the investigation ended with a finding that a hazing violation occurred
5. The date the institution provided notice to the student organization that the incident resulted in a hazing violation
6. A summary of any substantiated incidents of hazing committed by an established or recognized student organization, regardless of whether or not the incident occurred on "campus" as established by the Act
7. Whether or not the violation involved the abuse or illegal use of alcohol or drugs
8. The findings of the institution
9. The sanctions placed on the organization

The Stop Campus Hazing Act amends the Jeanne Clery Campus Safety Act and requires that institutions also report hazing incidents in their Annual Security Report (ASR). Einstein includes relevant hazing incidents in its ASR, which is available online at [LINK](#)

Moreover, in accordance with the Henderson Rules under NYS law, a copy of this Anti-Hazing Policy shall be given to all enrolled students and employees, and this Policy shall be deemed to be part of the bylaws of all organizations operating on Einstein's campus.

III.B.4. Training and Education

As part of Einstein's annual training requirements, all faculty, staff, postdoctoral fellows and students must participate in its annual research-informed prevention program. The Office of Student Affairs, the Graduate Division of Biomedical Sciences and the Belfer Institute, in conjunction with Human Resources, will coordinate training sessions. Einstein also hosts a website on hazing prevention which features access to training materials, resources, and reporting avenues.

IV. Definitions

IV.A. Federal Definitions

IV.A.1. Hazing

“Hazing” is defined by the Stop Campus Hazing Act (SCHA) as:

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:

- (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization
- (2) 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

In addition to defining hazing, the Act provides a non-exhaustive list of examples of hazing including, but not limited to, the following:

- (1) whipping, beating, striking, electronic shocking, placing harmful substances on someone's body, or similar activity
- (2) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity
- (3) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances
- (4) causing, coercing, or otherwise inducing another person to perform sexual acts
- (5) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct
- (6) any activity against another person that includes a criminal violation of local, state, or federal law
- (7) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, or federal law

20 U.S.C. 1092(f)(6)(A)(iv)

IV.A.2. Student Organization

For the purposes of report under the Jeanne Clery Campus Safety Act, “Student Organization” is defined as: “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/registered by the institution.

20 U.S.C. 1092(f)(6)(A)(vii)

IV.B. New York State Definitions**IV.B.1. Hazing in the First Degree**

A person commits the criminal offense of Hazing in the First Degree when: “A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury. Hazing in the first degree is a class A misdemeanor.”

N.Y. Penal Law § 120.16

IV.B.2. Hazing in the Second Degree

A person commits the criminal offense of Hazing in the Second Degree when: A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person. Hazing in the second degree is a violation.”

N.Y. Penal Law § 120.17

IV.B.3. Prohibition on Hazing Activities

The Rules and Regulations for the Maintenance of Public Order Pursuant to Article 129-A of the Education Law (the “Henderson Rules”) prohibit, “Any action or situation which recklessly or intentionally endangers mental or physical health or involves the forced consumption of liquor or drugs for the purpose of initiation into or affiliation with any organization. Such rules shall govern the conduct of students, faculty and other staff as well as visitors and other licensees and invitees on such campus and property.”

NY Education Law Title 7 Article 129-A § 6430

V. Effective Date

Effective as of: 25 August 2026

History:

25 Aug 2026: Republished after having been archived as OSAMD-POL-007, Archived Anti-Bullying and Hazing Policy.

VI. Policy Management and Responsibilities

The Responsible Office under this Policy is the Office of Student Affairs. The responsible officer under this Policy is Einstein's assistant dean for student affairs. The responsible executive for this Policy is Einstein's vice dean for education.

VII. Approved (or Revised)

DocuSigned by: <i>Yaron Tomer</i> B3BF046BA4F74B1...	08/25/2026
Responsible Executive	Date