

Summary of Investigations into the Men's Cyclone Hockey Club

I. Background and Investigations

On April 4 and 7, 2022, Iowa State University received two reports alleging concerns with the Men's Cyclone Hockey Club. After conducting a preliminary investigation and gathering additional information, the university issued an interim suspension of all Men's Cyclone Hockey Club activities effective May 4, 2022, so that the university could conduct a full investigation focused on team hazing as well as the club's finances, organizational structure, and oversight by Recreation Services.

The university's Office of Student Conduct (OSC) conducted an investigation regarding allegations of team hazing. Based on evidence and information gathered during investigatory interviews, OSC determined that hazing occurred within the Men's Cyclone Hockey Club since at least 2018, in violation of Student Code of Conduct section 5.14. Specifically, OSC's investigation demonstrated that club members: (1) attended "Rookie Parties" that included the requirement or implied requirement of alcohol use, including underage drinking and alcohol abuse, as well as acts of personal humiliation targeting new/rookie club members; (2) participated in "Kangaroo Court" with financial penalties assessed for matters involving personal humiliation targeting new club members; and (3) participated in "Rookie Run" events which included acts involving personal humiliation targeting new club members.

OSC found that the three events intentionally targeted new/rookie team members in association with their "admission into, or continued membership in, or elevating status within" the Men's Cyclone Hockey Club, in violation of section 5.14. The events created circumstances endangering the mental or physical health or safety of the targeted students, involved acts based solely on the classification status of the targeted student-members, involved acts of potential personal humiliation, and involved acts in violation of applicable law and other university policies (e.g., underage drinking, alcohol use and abuse policy).

In addition to the investigation conducted by OSC, related investigations were conducted by Internal Audit and University Human Resources. These investigations found that while Recreation Services undertook oversight responsibility of the Men's Cyclone Hockey Club, staff in Recreation Services, including the club coaching staff, did not have a good understanding of or exercise appropriate oversight in matters including student complaints (e.g., hazing or potential hazing incidents), financial structure and controls, and supervision of hockey staff, and did not have good communication or transparency regarding such matters, in violation of university policies.

II. Sanctions and Resumption of Activities

The university considers any activity meeting the definition of hazing to be serious misconduct. Organizations and individuals participating in hazing activities are subject to university sanctions. In this instance the following sanctions are imposed.

- a. The Men's Cyclone Hockey Club will be suspended from all competition for at least the 2022-2023 academic year as follows:

- During the fall 2022 semester, all team activities except for the remedial training and restructuring activities described below are suspended.
 - If the training and restructuring activities described below are completed by December 16, 2022, then beginning in the spring 2023 semester, the team can resume team practices and inter-squad scrimmages but will not be allowed to travel to or compete in any competition or league games.
 - If all training and restructuring activities are completed and no other violations of these guidelines or other university policy occur, then full team functions will resume in the summer semester 2023.
 - If these requirements are not met and/or the club violates other university policies, the suspension will be extended.
- b. Training/Educational Requirements
- The Club is required to develop and submit a comprehensive review and plan outlining new and continuing team education, policy, and practice designed to identify, report, and eliminate hazing. The plan and review must also include programing and policy pertaining to alcohol and drug abuse.
 - Club leaders should work with professional staff members in Risk Management and Student Engagement to develop these plans and find appropriate training programs.
 - Anti-hazing and alcohol and drug abuse training must occur prior to the resumption of other team activities.
- c. The Club will be restructured as a student led, university recognized, sports club team.
- The Club will be restructured as a traditional sports club student organization and will be required to meet all the standard requirements of that designation.
 - The Club will be funded and managed as a student organization in a similar fashion as the Women's Hockey Club.
 - The Club will be required to select student leadership, operate according to a written constitution, and meet all the training and safety requirements applicable to all other sports clubs.
 - The Club will be required to submit to bi-annual program reviews conducted by the Student Organization Safety Coordinator for continued operations.

III. University Oversight

The University will continue to provide oversight and support through Recreation Services. However, that support and oversight will be in the same manner as other sports clubs. Student leadership will take the primary role running the Club. Accordingly, necessary adjustments to the size and the activity level of the Club will likely need to occur. Additionally, the Club will be required to submit to bi-annual program reviews. The Club will need to find an active university advisor and develop the organization's constitution and other required structure, including the training and safety protocols required for other high-risk sports clubs. Jason Vlastaras, Associate Director Recreation Services, Brooke Lents, Student Organization Safety Coordinator, and Kevin Merrill, Assistant Director for Student Organizations, will work with the Club's student leadership to facilitate this restructuring.