

- Dillard University will develop and promulgate practices relative to greening of our campus and promotion of environmental sustainability.
- Dillard University will develop a Gulf Coast Public Policy Center.

### **STRATEGIC FOCUS: Reconnect, Renew, Realize, and Refresh**

Upon the arrival of the new president on July 1, 2012, Dr. Kimbrough communicated to the university community and its stakeholders that the university would focus on the following four areas as we move to update the University's strategic plan in 2014:

RECONNECT - reengaging with each other, alumni, community, etc.; embracing the mission, strengthen values

RENEW - recruiting students, faculty & staff

REALIZE - retaining students; reaching optimal performance

REFRESH - obtaining necessary resources.

## **UNIVERSITY POLICIES AND STATEMENTS**

### **ACADEMIC AFFAIRS**

Students can obtain academic information from three sources: 1) The Dillard University Catalog; 2) The Office of Academic Affairs, Suite 203 Rosenwald Hall; 3) Divisional office of the student's major.

### **ALCOHOL/DRUG POLICY**

Possession, distribution and consumption of alcohol are prohibited. It is also a violation of the Code of Student Conduct for the student to be in area where alcoholic beverages are located, regardless of age. See the *Code of Student Conduct*. Incidents will be documented and the student will be subject to disciplinary action.

Illegal drugs are not permitted on campus. A student who is in possession, distributes, or is in an area where illegal drugs are located is in violations of the *Code of Student Conduct*.

Guests are prohibited from the possession, distribution, and use of illegal drugs and alcohol on University property or at sponsored events, including intercollegiate competition.

### **ANTI-HAZING POLICY (revised October 2018)**

#### **I. Policy Statement**

Dillard University supports only those activities that are constructive, educational, and inspirational and contribute to the intellectual growth and personal development of students. The university unequivocally

opposes any situation intentionally created to produce mental or physical discomfort, embarrassment, harassment, or ridicule.

## II. Introduction

In accordance with Acts 635, 637 and 640 of the 2018 Regular Session of the Louisiana Legislature (“Louisiana Hazing Laws”), Dillard University hereby adopts this Uniform Policy on Hazing Prevention (“Policy”) applicable to all Louisiana postsecondary education institutions. This Policy aims to enhance the University’s efforts to establish mandatory requirements and is designed to create and maintain safety for all students who participate in the institution’s activities, programs, groups, teams, organizations and Greek-lettered associations.

For purposes of this Policy, the definitions of key terms and other mandatory provisions shall remain consistent with those in Acts 640 and 635 and 637 of 2018, codified at R.S.17:1801.1, R.S. 14:40.8 and R.S. 14:502 respectively. Dillard University will amend this Policy to reflect any subsequent changes to these statutes. In cases of any inconsistency, the statutory provisions shall supersede any such inconsistent provision in this Policy. The statutory provisions and this Policy shall supersede any inconsistent provision in the institution’s policy.

## III. Definitions

Hazing means any intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against another when both of the following apply:

- i. The person knew or should have known that such an act endangers the physical health or safety of the other person or causes severe emotional distress.
- ii. The act was associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization.

Consent is not a defense.

Hazing includes but is not limited to any of the following acts associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization:

- i. Physical brutality, such as whipping, beating, paddling, striking, branding, electric shocking, placing of a harmful substance on the body, or similar activity.

- ii. Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.
- iii. Activity involving consumption of food, liquid, or any other substance, including but not limited to an alcoholic beverage or drug, that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.
- iv. Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

For purposes of this Policy, hazing shall not include a physical activity that is normal, customary, and necessary for a person's training and participation in an athletic, physical education, military training, or similar program sanctioned by the postsecondary education institution.

**Organization** is a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, band, spirit group, athletic team, or similar group whose members are primarily students at, or former students of, a postsecondary education institution, including the national or parent organization of which any of the underlying entities provided for in this definition is a sanctioned or recognized member at the time of the hazing.

**Pledging** is any action or activity related to becoming a member of an organization, including recruitment and rushing.

**Appropriate authority** includes:

- i. Any state or local law enforcement agency.
- ii. A 911 Public Safety Answering Point as defined in Title 33 of the Louisiana Revised Statutes of 1950.
- iii. Emergency medical personnel.

**Reckless behavior** is an activity or behavior in which a reasonable person knew or reasonably should have known that the activity or behavior may result in injury to another, including but not limited to excessive consumption of alcohol, binge drinking, drag racing, consumption of any controlled dangerous substance, acts of hazing, or other similar activity.

**Serious bodily injury** is bodily injury that involves unconsciousness, extreme physical pain, or protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member, organ, or mental faculty, death, or a substantial risk of death.

IV. Additional Definitions

In addition to the aforementioned actions provided in the Uniform Policy on Hazing Prevention, Dillard University considers the following actions or activities as acts of hazing:

- i. Assigning or endorsing “pranks” such as harassing another organization, party raids, or setting off fireworks or other incendiary devices.
- ii. Defacing trees, grounds or buildings on or off University property.
- iii. Conducting hunts or quests.
- iv. Interrogations conducted in a psychologically damaging manner.
- v. Prohibiting a person from talking for an extended period of time.
- vi. Engaging in public stunts and buffoonery.
- vii. Acts of servitude.
- viii. “Walking the line”

V. Compliance with Laws

Dillard University’s policy complies with applicable laws and regulations, and will be amended to reflect changes to such laws and regulations, including but not limited to the following:

- A. Act 635 of the 2018 Regular Session of the Louisiana Legislature, which creates the crime of criminal hazing, provides definitions and exceptions, and establishes exceptions and penalties;
- B. Act 637 of the 2018 Regular Session of the Louisiana Legislature, which creates an obligation to offer reasonable assistance, including seeking medical assistance, to someone who has suffered serious bodily injury caused by reckless behavior, including hazing; and
- C. Act 640 of the 2018 Regular Session of the Louisiana Legislature, which prohibits hazing at Louisiana’s postsecondary institutions, requires the Louisiana Board of Regents (“BOR”) to adopt a uniform policy on hazing prevention, requires postsecondary

institutions to adopt and expand on BOR's uniform policy in a manner consistent with the laws and BOR policy.

In accordance with Act 637 of 2018, codified at R.S. 14:502, Dillard University requires any person at the scene of an emergency who knows that another person has suffered bodily injury caused by an act of hazing shall, to the extent that the person can do so without danger or peril to self or others, give reasonable assistance to the injured person.

Any person who violates the provisions of R.S. 14:502 shall be fined not more than one thousand dollars, imprisoned with or without hard labor for not more than one year, or both.

If the serious bodily injury results in the death of the person, any person who violates the provisions of R.S. 14:502 shall be fined not more than two thousand dollars, imprisoned with or without hard labor for not more than five years, or both.

It is the right of every student at Dillard University to be free from the humiliation and danger of hazing. Hazing by any individual or organization shall be viewed as incongruent with the mission and values of the university. Each student and organization is responsible for designing programs that recognize the moral, spiritual, and intellectual qualities of human rights.

### **DRESS CODE POLICY**

The dress code is based on the theory that learning to use socially acceptable manners and selection attire appropriate to specific occasions and activities are critical factors in the total educational process. Understanding and employing these behaviors not only improves the quality of one's life, but also contributes to optimum morale, as well as embellishes the overall campus image. They also play a major role in instilling a sense of integrity and an appreciation for values and ethics.

The continuous demonstration of appropriate manners and dress insures that Dillard University students meet the very minimum standards of quality achievement in the social, physical, moral and educational aspects of their lives and essential areas of development necessary for propelling students toward successful careers. Based on this premise, students at Dillard University are expected to dress neatly at all times.