

Centenary

September 14, 2018

To: Dr. Uma Subramanian, Board of Regents
From: Christopher L. Holoman, President
Centenary College of Louisiana
Re: Policy on Hazing in accordance with Act 640

Centenary College of Louisiana has revised our hazing policies to fully comply with the recently passed legislation on hazing. Our policies are consistent with the uniform policy on hazing prevention adopted by Board of Regents.

Our revised policies include policies related to hazing, as well as information on responsibilities and consequences related to hazing and supporting policies that prohibit other types of conduct that lead to the embarrassment or indignity of others and that encourage students to follow all Louisiana statutes.

Hazing

Hazing in any form (physical or emotional), on or off campus, by an individual, group of individuals, or campus organization is strictly prohibited. Hazing is 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:

- 1) 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.
- 2) 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:

- a) Physical brutality, such as whipping, beating, paddling, striking, branding, electric shocking, placing of a harmful substance on the body, or similar activity.
- b) 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 or harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.
- c) 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 affect the physical health or safety of the individual or causes severe emotional distress.
- d) 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.

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For purposes of this hazing 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 College.

For the purposes of this hazing policy, organization is a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, music group, spirit group, athletic team, or similar group whose members are primarily students at, or former students of, the College, 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.

For the purposes of this hazing policy, pledging is any action or activity related to becoming a member of an organization, including recruitment and rushing.

Reckless behavior is any 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.

Hazing is not merely a violation of College policy, it is a criminal act. Similarly, it is a crime and a violation of College policy to fail to offer reasonable assistance, including seeking medical assistance, to someone who has suffered serious bodily injury caused by reckless behavior, including hazing. The Duty to Seek Assistance 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.

Appropriate authority includes:

- i) Any state or local law enforcement agency.
- ii) A 9-1-1 Public Safety Answering Point as defined in Title 33 of the Louisiana Revised Statutes of 1950.
- iii) Emergency medical personnel.

The criminal penalties for failure to seek assistance include being fined not more than one thousand dollars, imprisoned with or without hard labor for not more than one year, or both if the person lives, while if the serious bodily injury results in death, being fined not more than two thousand dollars, imprisoned with or without hard labor for not more than five years, or both.

Inappropriate Conduct

Harassing behavior and conduct that leads to embarrassment or indignity of others is not permitted. Students may not dress in a manner that is disruptive. Students are expected to comply with the legitimate directives of College officials (including Residence Life staff) in the performance of their official duties. Inappropriate contact with or illegal or immoral conduct toward juveniles, including

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but not limited to supplying alcohol to students under 18 or allowing pre-college aged students to drink in a residential building, fraternity or sorority house, or other official or unofficial college party, on or off campus, is strictly prohibited. Any act which demeans, unduly embarrasses, endangers mental or physical health, that causes or is likely to cause physical harm or emotional distress, encourages behavior that is inappropriate, humiliating, illegal, or in violation of the Centenary Code of Conduct is not permitted. The express or implied consent of another party, including a victim, is not a defense.

Civil and Criminal Law

Students should refrain from conduct which violates city, state, and/or federal laws.

Suspected violations of the law may be referred to the Centenary College Department of Public Safety (DPS) and/or any other appropriate law enforcement agency. Criminal complaints filed against a student for on or off campus behavior may result in disciplinary action through the college's Student Conduct system.

In addition to the aforementioned policies, which will be distributed to all students in the form of an electronic handbook, Centenary College also continues to enact prevention and education programs for all students. All organizational leaders are required to sign an anti-hazing pledge each semester and we regularly do anti-hazing educational training and activities. Starting this year, each organization will be required to provide at least one hour of hazing prevention education to all members and prospective members. We are also informing all students (through electronic communications and live training sessions) of their duty to seek assistance for people who have suffered bodily injury caused by hazing or other reckless behavior, and are advising them of the legal ramifications and consequences of criminal hazing. Our student handbook includes a number of hazing prevention and awareness resources for students, and our supporting documents (such as the student athlete handbook) also prohibit hazing of any kind.

If you need any additional information or documentation on our policies, programs, and educational and information outreach regarding hazing, please let us know.