



## Campus Safety and Hazing

The Board of Supervisors of the Louisiana and Community Technical College System (LCTCS) and Bossier Parish Community College (BPCC) are committed to providing a supportive educational environment free from hazing, one that promotes its students' mental and physical well-being, safety and respect for one's self and others. In accordance with Louisiana Revised Statute 17:1801, 17:1801.1, 17:1805, 14:40.8, and 14.502, the Board of Regents' Uniform Policy on Hazing Prevention and LCTCS Policy #2.003, BPCC shall prohibit hazing and take all reasonable measures to address hazing, including without limitation: adoption of an effective policy; clear communication to campus organizations, students, and other stakeholders of laws and policies; and education and training. BPCC shall take prompt and appropriate action to investigate and effectively discipline those accused of such conduct in a manner consistent with all applicable laws.

### Definition of Hazing:

Any intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against another when all 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.

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:

1. Physical brutality, such as whipping, beating, paddling, striking, branding, electric shocking, placing of a harmful substance on the body or similar activity.
2. 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.
3. 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.
4. 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.

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.

## **Consent is Not a Defense:**

A student's request to join or become a member of an organization is not consent to any form of hazing. Further, a student's acceptance to an invite or open enrollment to join is not consent to undergo hazing nor a defense for those accused of Hazing pursuant to this Policy.

## **Other Definitions:**

### **Postsecondary education institution, education institution, or institution:**

Any postsecondary education institution in the state of Louisiana supported wholly or in part by public funds.

### **Organization:**

An 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:**

Any action or activity related to becoming a member of an organization, including recruitment. Pledging is the broader term related to the admission, initiation, joining, or any other group-affiliation activity on the basis of actual or perceived membership; pledging is not reserved solely for Greek organizations but, rather, applies to any student organization.

### **Appropriate Authority:**

Any state or local law enforcement agency

A 911 Public Safety Answering Point as defined in Title 33 of the Louisiana Revised Statutes of 1950.

Emergency Medical Personnel.

### **Reckless Behavior:**

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:**

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

## **Prohibition:**

No student organization, athletic team, or individual shall employ a program of student initiation/pledge education or social events which includes hazing. BPCCC operates with a zero tolerance, and all alleged cases will be investigated.

## **Duty to Report:**

It is the duty of all current or potential student organization members and any faculty or staff member to report as soon as practicable under the circumstances, any violation of this policy to the Vice Chancellor for Student Services or designee in the case of students and to the Director of Human Resources in the case of employees who will report of the alleged act to the law enforcement agency having jurisdiction in the place where the alleged act or acts of hazing occurred. The information reported to law enforcement shall include all details received by the College relative to the alleged incident, with no information being redacted, including the name of all individuals alleged to have committed the act or acts of hazing. The College should document in writing all actions taken with regard to the report including but not limited to the date the report was received, reports made to law enforcement, and any other information relative to the College's investigation, processing, and resolution of the incident. Failure to comply with the provisions of reporting may be subject to criminal penalties as outlined in Act 635 and Act 382.

## **Expectations for Violations:**

In addition to potential criminal penalties related to hazing, any violation of this policy, including knowledge of and failure to report hazing activity, as soon as practicable under the circumstances, will result in expulsion, suspension, or dismissal, in the case of students, and may result in termination in the case of employees. Students will not be permitted to return for at least one semester. In addition, there will be a suspension of activities for a minimum of one academic year of any student organization that participates in hazing. Individuals accused of violations of this policy will be adjudicated through the College's codified student and/or employee judicial process and may be subject to criminal penalties as outlined in Act 635 and Act 382.

If any person serving as a representative or officer of an organization, including any representative, director, trustee, or officer of any national or parent organization of which any of the underlying entities as recognized in this Policy is a sanctioned or recognized member at the time of hazing, knew and failed to report to law enforcement that one or more of the organization's members were hazing another person, the organization may be subject to penalties under R.S. 14:40.8.

## **Publication and Dissemination:**

College policies on hazing shall be published on college and student organization websites and included in the Student Handbook and Code of Student Conduct.

<http://www.bpcc.edu/studenthandbook/index.html>

## **Duty to Seek Assistance:**

In accordance with Act 637 of 2018, codified as R.S. 14:502, all members of the campus community who are at the scene of an emergency and who know 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. In addition, any person who engages in reckless behavior that results in the serious bodily injury of any person shall, to the extent that the person can do

so without danger or peril to self or others, give reasonable assistance to the person. Reasonable assistance includes immediately seeking or reporting the need for medical assistance from an appropriate authority as defined above.

### **Criminal Penalties Applicable to Failure to Seek Assistance:**

Any person who violates 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.

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

### **Authority of Campus Police**

BPCC's Campus Police, by authority of R.S. 14:40.8, have the right to carry concealed weapons and to exercise the power of arrest when discharging their duties for alleged acts of hazing committed by members of an organization that is organized and operating at the College, regardless of the location where the alleged acts occurred. Campus Police have the authority to discharge their duties off campus when investigating a crime of criminal hazing committed off campus by members of an organization that is organized and operating at the College.

### **Education, Awareness, and Prevention:**

BPCC provides education, awareness, and prevention activities for hazing that include but are not limited to the following:

- A. Participation in National Hazing Prevention Week each September.
- B. Inclusion in new faculty/staff orientation.
- C. Policy posting on Canvas for students and employees.
- D. A one-hour mandatory hazing course via CANVAS for student organization members, prospective members, student organization volunteers, and student organization employees.
- E. Educational information on the dangers of and prohibition on hazing provided either in person or electronically to new students and parents of minor students.