



HAZING PREVENTION AND AWARENESS

Effective Date: August 19, 2019

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Responsible Office: Student Engagement and Leadership

Division: Student Affairs

I. PURPOSE/OBJECTIVE

No chapter, team, club, colony, unit, student, alumnus/alumna, advisers, and/or other persons associated with a university recognized or sponsored organization shall conduct or condone any activity which can be described as hazing.

II. STATEMENT OF POLICY

In compliance with Acts 635, 637, 640 (2018 Regular Session of the Louisiana Legislature), and Act 382 (2019 Regular Session of the Louisiana Legislature) and the 2019 Board of Regents Uniform Policy on Hazing and the University of Louisiana System Policy on Hazing the university reaffirms its policy that any form of hazing of any student enrolled at Grambling State University, is prohibited. Violation of this policy can result in both disciplinary action imposed by the organization and/or institution as well as criminal charges.

Each organization, as a condition of operating at an institution, shall adopt the Hazing Prevention Policy that the institution has adopted, which shall include possible institutional sanctions against the organization in the event of a reported or confirmed hazing incident, and a policy that prohibits hazing.

A. Definitions.

1. **Hazing** is defined as any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against an individual that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include students at an educational institution, including but is not limited to:

- 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.

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- II. The act was associated with pledging, being initiated into, affiliating with, participating in, holding office in or maintaining membership in any organization.
2. 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 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.
3. It is important to note, 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 is not considered "hazing."
4. **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.
5. **Pledging** is any action or activity related to becoming a member of an organization, including recruitment and rushing.
6. **Appropriate authority**
 - I. Grambling State University Police (274-2222 on campus) or any state or local law enforcement agency.
 - II. If off campus, a 911 Public Safety Answering Point as defined in Title 33 of the Louisiana Revised Statutes of 1950.

III. Emergency medical personnel.

7. **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.
8. **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.

B. Prevention, Awareness, and Educational Programs.

1. Each new student shall be provided educational information on the dangers of and prohibition on hazing during the new student orientation process and during First Year Experience (FYE) courses. Information shall be provided in the form of a handbook or as a section in the FYE Book. If the student receiving the information required is a minor, that information shall also be provided to his parent or legal guardian.
2. In addition, beginning in the fall semester of 2019, each new student shall be provided educational information on the dangers of and prohibition on hazing during the new student orientation process: in person at the first convocation; at the first Residence Hall Meetings; and electronically through the campus email system.
3. Each registered campus organization (as defined above in this Policy and in R.S. 17:1801.1) shall provide annually at least one hour of hazing prevention education to all members, prospective members, and anyone who is employed by or volunteers with that organization.
4. The education may be provided in person, electronically, or both. Each organization shall submit a report annually to the Office of Student Leadership & Engagement with which it is affiliated relative to the students and volunteers receiving such education evidenced by an attestation of the student receiving the education.
5. The Office of Student Leadership & Engagement will also sponsor a Hazing Prevention Program each fall and spring semester, which shall be required attendance for all students who are interested in participating in any university-sponsored organization.
6. The hazing prevention education required under the provisions above shall include the information about criminal penalties for the crime of criminal

hazing. Information shall also be provided to organizations on their obligations under the law, including the duty to investigate and report; and on the possible loss of funding and other penalties applicable to organizations under the Hazing Laws.

C. Reporting Requirement.

It shall be the duty of all current and potential student organization members and pledges to report immediately, in writing, any violation of this policy to the Office of Student Leadership and Engagement. Any violation of this policy shall be investigated by the Office of Student Leadership and Engagement, with support from the Office of Student Affairs, and appropriate disciplinary action as needed, will be taken.

1. Once the Office of Student Leadership & Engagement receives a report alleging the commission of an act or acts of hazing by one or more members of an organization that is organized and operating at Grambling State University, the institution shall report as soon as practicable under the circumstances, the alleged act or acts to the law enforcement agency having jurisdiction in the place where the alleged act or acts of hazing occurred.
2. Information reported to law enforcement shall include all details received by the organization 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 office will document in writing all actions taken with regards to the report, including but not limited to the date the report was received, reports made to law enforcement as provided in R.S. 14:40.8, and any other information relative to the institution's investigation processing and resolution of the incident.
3. If an organization has taken disciplinary action against one of its members for hazing or has reason to believe that any member of the organization has participated in an incident of hazing, the organization shall report the incident to the University and law enforcement immediately using the standard hazing reporting form.
4. Failure to report information to law enforcement in accordance with Act 382 may subject the institution to a fine of up to \$10,000.

D. Duty to Seek Assistance

1. In accordance with Act 637 of 2018, codified at R.S. 14:502, 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.

2. The criminal penalties for failure to seek assistance in violation of R.S. 14:502, states that any person who violates the provisions of this Section shall be fined not more than one thousand dollars (\$1,000), 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 this Section shall be fined not more than two thousand dollars (\$2,000), imprisoned with or without hard labor for not more than five years, or both.

E. Sanctions.

1. Organizations and Affiliates

- i. If an organization has taken disciplinary action against one of its members for hazing or has reason to believe that any member of the organization has participated in an incident of hazing, the organization shall report the incident, in writing, to the Office of Student Leadership and Engagement. The Office of Student Leadership and Engagement will make a determination on whether or not additional campus sanctions and/or student conduct adjudication, may be necessary.
- ii. If an organization or any of its members has been disciplined by a parent organization for hazing, the organization shall report the hazing for which the organization was disciplined, in writing, to the Office of Student Leadership and Engagement. The Office of Student Leadership and Engagement will make a determination on whether or not additional campus sanctions and/or student conduct adjudication, may be necessary.
- iii. 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 sanctioned or recognized member at the time of the 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. In addition, The Office of Student Leadership and Engagement will make a determination on whether or not additional campus sanctions and/or student conduct adjudication, may be necessary.

2. Students

- i. Any student who violates the provisions of Acts 635, 637 and 640 of the 2018 Regular Session of the Louisiana Legislature and this Policy shall be expelled, suspended, or dismissed from the institution and not

permitted to return for at least one semester, quarter, or comparable academic period and may be subject to criminal charges.

- ii. Consent is not a defense. It is not a defense to prosecution of an offense that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.
- iii. Any student who fails to seek assistance as defined by the law and this policy shall be subject to penalties outlined in R.S. 14:40.8. Any person or organization shall be personally responsible for the content of any signs, notices or posters they sponsor or post on campus. By posting the sign, notice or poster on campus, the person or organization agrees to hold Grambling State University harmless for any assessed damages or liabilities incurred as a result of the sign, notice or poster.