

TUSKEGEE UNIVERSITY

University Policy: Anti-Hazing Policy

Policy Category: Student Affairs

Subject: Anti-Hazing Policy

Office Responsible for Review of this Policy: Entire University Community and guests

I. SCOPE

This policy defines and prohibits hazing on and off campus.

II. POLICY STATEMENT

It is the policy of Tuskegee University that no member of the University community may participate or be involved in hazing activities. Information that any member of the University community or student organization has allegedly violated this policy will be referred to the appropriate process for investigation and resolution. Any student or student organization will be referred through the student conduct process for an alleged violation of this policy. Faculty and staff will be referred to the appropriate review process in compliance with University policy for any alleged violation of this policy.

III. PURPOSE

Tuskegee University is committed to providing an environment of well-being, learning, and accountability for its members. Membership in organizations, teams, and other University-affiliated groups can increase leadership and service potential; provide athletic, recreational, and intellectual opportunities; and otherwise contribute positively to personal and social development. When hazing activities become evident it compromises the educational purpose and endangers the health and safety of students or other university community members.

The purpose of this policy is to educate the University community about hazing, to inform every one of their individual and community responsibility regarding reporting hazing activities, and to convey the University's response to Hazing Policy violations.

Hazing is a violation of Tuskegee University policy and Alabama law, therefore hazing is **prohibited** at Tuskegee University.

IV. TO WHOM THIS POLICY APPLIES

This policy applies to the entire University Community and guests.

V. EFFECTIVE DATE

This policy is effective immediately.

VI. SIGNATURE, DATE, AND APPROVAL

Approved:

A handwritten signature in black ink, appearing to read 'Brian L. Johnson', is written over a horizontal line.

Brian L. Johnson, PhD
President

Date Approved:

TUSKEGEE UNIVERSITY ANTI-HAZING POLICY

I. INTRODUCTION

Tuskegee University ("University") is dedicated to promoting a safe and healthy campus environment for its students, faculty, staff, and visitors. In addition, the University is committed to cultivating a community that fosters respect for the dignity and rights of all its members. As such, the University does not tolerate hazing activities by any members of the University Community.

II. DEFINITIONS

A. Hazing

1. The state of Alabama defines hazing as follows:
 - a) Any willful action taken or situation created, whether on or off any school, college, university, or other educational premises, which recklessly or intentionally endangers the mental or physical health of any student, or
 - b) Any willful act on or off any school, college, university, or other educational premises by any person alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim, or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution or any assault upon any such students made for the purpose of committing any of the acts, or producing any of the results to such student as defined in this section.
 - c) The term hazing is defined in this section does not include customary athletic events or similar contests or competitions, and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization. The term hazing does not include corporal punishment administered by officials or employees of public schools when in accordance with policies adopted by local boards of education.
2. Hazing may occur regardless of the individual's willingness to participate
3. This regulation applies to behavior that occurs on University property. It may also apply to off-campus behavior if the activity is sponsored, conducted, authorized, or recognized by the University, a registered University organization, or a group as defined in Section C.
4. Actions and situations that describe examples of hazing include, but are not limited to, the following:
 - Forced consumption of food, alcohol, or drugs

- Paddling in any form
- Creation of unnecessary fatigue
- Personal servitude
- Physical and/or psychological shocks
- Forced wearing of apparel which is conspicuous and not normally in good taste
- Degrading or humiliating games and activities
- Sleep or food deprivation
- Unreasonable exposure to the weather
- Kidnapping or abandonment
- Line-ups and berating
- Undue interference with academic pursuits
- Expectation of participation in activities that are illegal, lewd, or in violation of University policy

B. “Members of the University Community” means its faculty, staff, students, volunteers, organizations, groups, vendors, patients, customers, alumni, and visitors.

C. “Organization” and “Group” are defined as below:

1. “Organization” means a number of persons who are associated with each other and has registered with the University as a student organization.
2. “Group” means a number of persons who are associated with the University and each other, but who have not registered, or are not required to register, as a student organization (e.g. athletic teams, choir, academic or administrative units, clubs, band).

D. “University Official” means any person (faculty or staff) who is employed by the University, and who performs assigned administrative or professional responsibilities. For the purpose of this policy, the “appropriate” official is defined as follows:

1. Students – Dean of Students or designee;
2. Faculty – Provost or designee; and
3. Staff – Director of Human Resources or designee.

For other members of the University Community (volunteers, organizations, groups, vendors, customers, alumni, and visitors) the appropriate official is any of the above University Officials or the University Police.

III. POLICY

A. Hazing in any form is **prohibited**.

B. It is not a defense to a charge of hazing that:

1. The express or implied consent of the individual was obtained;

2. The conduct or activity was not part of an official organizational or group event or was not otherwise sanctioned or approved by the organization or group; or
 3. The conduct or activity was not a condition of membership or affiliation with the organization or group.
- C. Any faculty, staff, student, or volunteer member of the University Community, with knowledge or suspicion of hazing, is expected to report the activity to appropriate University Officials or the University Police.
- D. Retaliation in any manner against any individual who reports hazing or who participates in an investigation of a hazing report is **prohibited**.
- E. Making an intentionally false accusation of hazing is **prohibited**.
- F. All members of the University Community shall cooperate in an investigation of hazing.
- G. Responsibility for any violations of this regulation may be attributed to the perpetrators, the organization or group, its members or its officers.
- H. Any organization or group may be found responsible for any violations of this regulation upon satisfactory proof that the organization or group did not discourage or did not take reasonable steps to prevent hazing by its members or affiliates.
- I. In addition to this policy, NCAA student athletes shall follow the policies and guidelines set forth by the NCAA, SIAC, and University Athletic office.

IV. RIGHTS OF THOSE WHO REPORT

- A. Individuals who are victims of hazing and who truthfully report the activities shall not be individually charged with a violation of this policy.
- B. Individuals who have knowledge of a hazing incident, but who did not participate, and truthfully report the activities shall not be individually charged with a violation of this regulation in relation to that particular incident.
- C. An organization or group that seeks assistance in preventing hazing from occurring within the organization or group, even if past behaviors have included hazing, shall not be charged with a past violation of this regulation.
- D. Any organization or group that self-reports a hazing behavior to an appropriate University Official or the University Police shall be given the opportunity to change those behaviors without immediate threat of being charged with a violation of this policy. An organization or group that self-reports shall identify those individuals responsible for the hazing behaviors. If evidence is presented in subsequent semesters that hazing behaviors have continued within the organization, that organization may be held responsible for past behaviors.

V. REPORTING

- A. Complaints or reports of activities believed to be hazing should be reported to the appropriate University Official or the University Police at (334) 727-8757.
- B. Any questions concerning the interpretation or application of this policy should be referred to the appropriate University Official.

VI. ADDITIONAL REQUIREMENTS FOR REGISTERED STUDENT ORGANIZATIONS

All elected or appointed student organization presidents or designee are responsible for educating their respective organization members on an annual basis regarding the University's policies concerning hazing. Each member is required to complete and sign a Hazing Compliance Form.

VII. CORRECTIVE ACTION AND DISCIPLINE

- A. Violation of this policy will result in corrective action under the Student Code of Conduct, Human Resources Policies and Procedures, or other applicable University Regulations or Policies. Visitors refusing to comply will be reported to the University Police.
- B. Individual students accused of hazing will be subject to disciplinary expulsion, pending an investigation. Sanctions for student organizations or groups include suspension or restriction from University Property or revocation of Registered Student Organization status, if applicable. Sanctions for faculty and staff range from suspension to termination of employment.
- C. Violations of this policy are subject to referral to appropriate law enforcement for action and/or prosecution.

TUSKEGEE UNIVERSITY

Anti-Hazing Compliance Form

All student organizations must file this form with the Office of Student Affairs on an annual basis to certify compliance with the University Anti-Hazing policy. This document will remain in effect until a new one is filed.

Organization: _____ **Date Submitted:** _____

Alabama Hazing Law

The state of Alabama defines hazing as follows:

- a) Any willful action taken or situation created, whether on or off any school, college, university, or other educational premises, which recklessly or intentionally endangers the mental or physical health of any student, or
- b) Any willful act on or off any school, college, university or other educational premises by any person alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim or to do or seriously offer, threaten or attempt to do physical violence to any student of any such educational institution or any assault upon any such students made for the purpose of committing any of the acts or producing any of the results to such student as defined in this section.
- c) The term hazing is defined in this section does not include customary athletic events or similar contests or competitions, and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization. The term hazing does not include corporal punishment administered by officials or employees of public schools when in accordance with policies adopted by local boards of education.

Tuskegee University Hazing Policy

Tuskegee University supports the autonomy of its student organizations within the established rules and regulations as outlined in the student handbook and other official University publications. Initiation into a university organization is permissible excluding any activities that may be construed as hazing.

Hazing is defined as an act which endangers the mental or physical health or safety of a student or which destroys or removes public or private property for the purpose of initiation, admission into, affiliation with or as a condition of continued membership in an organization. The expressed or implied consent of the victim will not be a defense. Apathy or agreement in the presence of hazing is not a neutral act: they are violations of this rule.

When a student organization is found to be involved in hazing activity, the University shall have the authority to initiate disciplinary action regardless of the location of the activity. Such action shall be conducted in compliance with normal student organization conduct proceedings. Student organizations found in violation of the University anti-hazing policy shall be subject to the range of sanctions available to the University as outlined in the student code of conduct.

Anti-Hazing Agreement

We the undersigned, certify the following:

1. We have read AND understand Tuskegee University's Anti-Hazing Policy
2. We verify that this policy has been read to our organization
3. We verify that all new members will receive a copy of this policy
4. We verify that all activities sponsored or required by our organization, in whole or part, comply with this policy
5. Failure of my organization to uphold this policy, in whole or part, will result in the referral of my organization and any individual members involved for disciplinary action
6. Furthermore we understand that if a hazing incident should occur, the president in addition to any member who takes part in the hazing activities may be referred to the Office of Judicial Affairs for violating the Student Code of Conduct for hazing.

President's Signature

Date

Membership Officer

Date

Advisor Signature

Date

