



**POLICY TITLE**

*Anti-Hazing*

**POLICY NUMBER**

*5-603*

<b>Responsible Office:</b> <i>Office of the Vice Chancellor for Academic and Student Affairs</i>	<b>Effective Date:</b> <i>06/01/2020</i>
<b>Responsible Official:</b> <i>Vice Chancellor for Academic and Student Affairs</i>	<b>Last Reviewed Date:</b> <i>10/15/2018</i>
<b>Policy Classification:</b> <i>Student Affairs</i>	<b>Origination Date:</b> <i>02/07/2018</i>

**I. POLICY STATEMENT**

Baton Rouge Community College (BRCC or the College) is committed to providing a supportive educational environment free from hazing and one that promotes its students' mental and physical well-being, safety, and respect for one's self and others. In pursuance of a safe academic and social environment for all students and in accordance with Louisiana Revised Statutes 17:1801, 17:1801.1, 17:1805, 14:40.8, 14.502, and the Board of Regents Uniform Policy on Hazing Prevention, hazing in any form is prohibited at BRCC for all students.

**II. POLICY RATIONALE AND SCOPE**

To ensure against the harmful practice of hazing, Baton Rouge Community College has adopted the following policy to be followed by all students, student organizations (including but not limited to Greek organizations, clubs, and athletic teams), groups and individuals on its campuses and sites:

A. No student or student organization shall employ a program of student initiation/pledge education or social events that include "hazing."

B. Hazing is an unproductive and hazardous custom that is incongruous with organizational and community values. It has no place in college life, either on or off campus. No policy can address, in specific fashion, all possible situations which may take place. Students and organizations are expected to conduct themselves and their activities in a spirit of social responsibility and respect for others.

### **III. POLICY AUDIENCE**

This policy applies to all individuals working, attending, or visiting any BRCC campuses and/or sites.

All members of the BRCC college community should report hazing when they see it occurring or believe that it has occurred.

### **IV. POLICY COMPLIANCE**

Any violation of this policy, including knowledge of and failure to report, may result in expulsion in the case of students and termination in the case of employees, and 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.

### **V. POLICY DEFINITIONS**

**Hazing** – 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.

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** – 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 the function of a bodily member, organ, or mental faculty, death, or a substantial risk of death.

## VI. POLICY IMPLEMENTATION PROCEDURES

The College’s method of discussing this policy with students and employees is detailed below.

**Consent Statement:** a student’s request to join or become a member of a student organization is not consent to any form of hazing; and a student’s acceptance to an invite or open enrollment to join is not consent to participate in hazing nor a defense for those accused of hazing pursuant to this Policy.

**Prohibition Statement:** no student organization or individual shall employ a program of student initiation/pledge education or social events that includes hazing. BRCC operates with zero tolerance toward hazing and all alleged cases will be thoroughly investigated.

**Duty to Report:** All current or potential student organization members and any faculty or staff member has a duty to report any violation of this policy to the Vice Chancellor for Academic and Student Affairs or College designee. Any reports submitted to the College alleging the commission of an act of hazing by one or more members of an organization that is organized and operating, or parent organization, shall report, as soon as practicable under the circumstances, the alleged act or acts to the Office of Public Safety or 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 officials shall include all details received by the College relative to the alleged incident, with no information redacted, including the names of all individuals alleged to have committed the act or acts of hazing. The College will 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 investigation, processing, and resolution of the incident. The College and student organizations are expected to use the standardized forms in making reports. The College, student organization, or individual that fails to comply with the provisions of reporting may be subject to criminal penalties as outlined in Act 635 of the 2018 Louisiana Legislative Session and Act 382 of the 2019 Louisiana Legislative Session.

**College Response to Allegations of Hazing:** Any allegations of hazing reported to the College will be thoroughly investigated. If the investigation yields evidence of hazing, the College will then take appropriate disciplinary action(s) against all individuals and/or organizations deemed responsible for the hazing.

**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 (1) semester. In addition, there will be a suspension of activities for a minimum of one (1) 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 of the 2018 Louisiana Legislative Session and Act 382 of the 2019 Louisiana Legislative Session.

**Publication and Dissemination:** College policies on hazing shall be published on college and student organization websites and included in all Student Handbooks and Student Code of Conduct ([https://www.mybrcc.edu/about\\_brcc/BRCCStudentCodeofConductrevised0317.pdf](https://www.mybrcc.edu/about_brcc/BRCCStudentCodeofConductrevised0317.pdf))

**Prevention and Education Programs:** BRCC shall implement the following measures to prevent and address hazing effective spring 2020, unless otherwise noted:

Each new student shall be provided educational information on the dangers of and prohibition on hazing during the new student orientation process in the form of a handbook.

In addition to the requirement of providing educational information in the form of a handbook, beginning in the fall semester of 2020, each new student and parents of minor students shall be provided educational information on the dangers of and prohibition on hazing during the new student orientation process, either in person or electronically.

Each 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 the organization. The education may be provided in person, electronically, or both. Each organization shall submit a report annually to the institution with which it is affiliated relative to the students, employees, and volunteers receiving such education evidenced by an attestation of such individuals receiving the education.

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.

**Duty to Seek Assistance:** 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. Failure to seek assistance in violation of R.S. 14:502. may include criminal penalties.

**Authority of Campus Police:** For the purposes of R.S. 14:40.8, Baton Rouge Community College campus police officers 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 a student organization that is organized and operating at the College for which a campus police officer is commissioned, regardless of the location where the alleged acts occurred. A college police officer has the authority to discharge his or her 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.

## **VII. POLICY RELATED INFORMATION**

Applicable laws, policies regulations:

Louisiana State Legislature

<http://legis.la.gov/Legis/Law.aspx?d=79979>

LCTCS Campus Safety and Hazing Policy 2.003

<https://www.lctcs.edu/wpcontent/uploads/2018/01/2.003.CampusSafetyandHazing.rev12.13.17.pdf>

BRCC Code of Student Conduct and Adjudication Process

[https://www.mybrcc.edu/about\\_brcc/BRCCStudentCodeofConductrevised0317.pdf](https://www.mybrcc.edu/about_brcc/BRCCStudentCodeofConductrevised0317.pdf)

BRCC Employment Relationships, Discipline & Termination Policy

[https://www.mybrcc.edu/about\\_brcc/policy\\_index/human\\_resources\\_policy/policies/204\\_employment\\_relationships\\_discipline\\_and\\_termination\\_of\\_employment.pdf](https://www.mybrcc.edu/about_brcc/policy_index/human_resources_policy/policies/204_employment_relationships_discipline_and_termination_of_employment.pdf)

## **VIII. POLICY EXCEPTION**

There are no exceptions to this policy.

## **IX. POLICY HISTORY AND REVIEW CYCLE**

This is a revised policy. The hazing policy will undergo review according to the BRCC policy review cycle.

**X. POLICY URL**

[https://www.mybrcc.edu/about\\_brcc/policy\\_index/student\\_affairs/policies/HazingPolicy20180508editable.pdf](https://www.mybrcc.edu/about_brcc/policy_index/student_affairs/policies/HazingPolicy20180508editable.pdf)

**XI. POLICY APPROVAL - SIGNATURE, NAME, TITLE, AND DATE OF OFFICIAL**



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Willie E. Smith, Sr., Ed.D.  
Chancellor

06/01/2020

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Date