The University of New Orleans is dedicated to promoting a safe and healthy campus environment for its students, faculty, staff and visitors. In addition, UNO is committed to promoting an environment that fosters respect for the dignity and rights of all its community members. As such, the University will not tolerate hazing activities by any individuals, groups, teams or recognized student organizations.

**AUTHORITY**

*Part Two, Chapter III, Section IV of the bylaws and rules of the University of Louisiana System.*

**DEFINITIONS**

Hazing is any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person’s willingness to participate.

Furthermore, the University of New Orleans defines hazing as any willful act by one student or acting with others directed against any other student that:

- a. Subjects the student to indignity or humiliation
- b. Intimidates the student by threatening or ostracizing
- c. Submits the student to ignominy, shame or disgrace
- d. Humbles or is calculated to humble their pride, stifles the ambition or blights the courage of the student attacked
- e. Discourages the student from remaining at the university or causes him or her to leave rather than to submit to such acts
- f. Constitutes a legal assault by striking, beating, bruising, maiming or any other physical violence or merely seriously threatens to do these acts.

**Active member:** any current member of a student organization or team; in Greek organizations, an undergraduate who has been initiated into lifelong membership of the organization.

**Alumni/a:** current or former organization members who are college graduates.
**Bystander responsibility:** Students have a responsibility to prohibit members of an organization, including alumni, graduate and undergraduates at other institutions of higher education, hazing of any UNO student(s).

**Event:** includes any registered activities and events; also includes unauthorized events with six or more organization members in attendance.

**Neophyte:** new member of an NPHC organization; also called a “Neo.”

**New/Associate Member:** a student who has joined a team or organization in the previous academic year; in Greek organizations, a student who has accepted the bid or invitation for membership of a Greek organization but has not been initiated.

**Unauthorized:** Any event that is not approved by the Office of Student Involvement & Leadership and/or an organization’s national headquarters.

**GENERAL POLICY**

*Hazing is* prohibited under the UNO Student Code of Conduct. Any student or student organization who engages in hazing shall be subject to appropriate discipline under the Code. Hazing is also a violation of state law and will be reported to the appropriate authorities (pursuant to R.S. 17:1801).

**Prohibited Activities**

Hazing may include but is not limited to, the following activities when these activities are life-threatening, are intended to hurt or to humiliate physically or mentally, or otherwise negatively impact a students’ daily life or academic success:

1. physical exercise, scavenger hunts, blind folded trips, road trips, any activity resulting in excessive fatigue, physical or psychological shocks, paddling in any form;

2. wearing apparel which is uncomfortable to the individual or, if worn publicly, is conspicuous or not normally in good taste (dressing alike, specific costume or clothing);

3. engaging in stunts or buffoonery, hair cutting, morally degrading or humiliating games or activities, giving of food or drink (alcoholic or nonalcoholic) which is distasteful or designed to provoke nausea or inebriation;

4. any form of verbal harassment, any action or situation which subjugates an individual to a condition where he/she might tend to lose self-respect or suffer injury to personal or religious values (line-ups, marching in formation, or interrogations);

5. not permitting individuals to speak for extended periods of time and/or forced exclusion from social contact;

6. preventing any person from practicing personal hygiene;
7. conducting any new member related activity between the hours of 12:00 AM midnight and 7:00 AM or awakening individuals during these hours;

8. any activities which interfere with the student’s scholastic responsibilities, including activities which interfere with allowing an individual adequate time for study;

9. the use of obscenities and vulgarities in dress, language, or action;

10. assigning or endorsing “pranks” (such as stealing composites, letters, mascots, trophies, etc.);

11. servitude of any nature (personal errands, academic work, etc).

PROCEDURE

Organization officers or team leaders are responsible for informing members (including new members, associates, affiliates, guests) of this policy. Registered student organizations should read and review this policy at the first meeting of the organization each semester.

Any allegations that an organization has engaged in hazing activities will result in an investigation of the matter by the Office of Student Affairs and the University of New Orleans Police Department.

**Duty to Report and Enforcement**

It is the responsibility of all current and potential student organization members to immediately report, in writing, possible hazing violations to the Office of Student Affairs and the University of New Orleans Police Department.

Apathy or acquiescence in the presence of hazing is not a neutral act; it is a violation of this policy.

Reported violations of this policy shall be investigated and appropriate disciplinary action taken in accordance with the Student Code of Conduct. All organization activity will be suspended pending the outcome of the investigation. Where applicable, all cases of alleged violations of this policy will result in notification of the alumni and/or national/international headquarters of the organization.

Hazing is also a violation of state law and will be reported to the appropriate authorities.

John W. Nicklow
President
University of New Orleans

*Policy Updates:
Revisions: 9/27/2017*