



**ADMINISTERED BY: Office of the Provost and Senior Vice President for Academic Affairs**

**Policy No:** AP-AA-32.7  
**TITLE:** Anti-Hazing  
**EFFECTIVE DATE:** April 4, 2014\*  
(\*Policy Revised, see below)  
**CANCELLATION:**  
**REVIEW DATE:** Spring 2022

#### **PURPOSE**

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, in compliance with Acts 635, 637 and 640 of the 2018 Regular Session of the Louisiana Legislature and the 2019 Board of Regents Uniform Policy on Hazing. Act 382 of the 2019 Regular Session of the Louisiana Legislature has modified and expanded the law regarding the criminal act of hazing as well as the mandatory education and reporting procedures.*

#### **DEFINITIONS**

The University of Louisiana Board of Supervisors provides the following definitions (S-II-XXIII-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:

- 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.
- 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:

- Physical brutality, such as whipping, beating, paddling, striking, branding, electric shocking, placing of a harmful substance on the body, or similar activity.
- 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.
- 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.
- 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 includes any act associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization that is intended to hurt or to humiliate physically or mentally, or otherwise negatively impact a students' daily life or academic success, regardless of willingness to participate. Hazing can also be associated with any act that is a requirement for new or potential members to do things that established members are not required to do. See below for examples of prohibited conduct.

It is important to note that physical activity that is normal, customary, and necessary for a person's training and participation in an athletic, physical education, military training, or similar programs sanctioned by the postsecondary education institution is not considered "hazing".

**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.

**Pledging** is any action or activity related to becoming a member of an organization, including recruitment and rushing.

**Appropriate authority** is any of the following:

- 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** 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.

**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.

## **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 processes under the Code. Hazing is also a violation of state law and will be reported to the appropriate authorities.

### ***Examples of 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, regardless of willingness to participate:

1. Physical brutality, such as whipping, beating, paddling, striking, branding, electric shocking, placing of a harmful substance on the body, or similar activity;
2. Activities that involve the use of rope, string, elastic, or any device utilized to restrain or confine an individual;
3. All forms of physical activity not part of an organized, voluntary athletic contest or not specifically directed toward constructive work;
4. 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;
5. Giving of food or drink (alcoholic or nonalcoholic) which is distasteful or designed to provoke nausea or inebriation;
6. Activities or events that facilitate rapid drinking, drinking games, intoxication or impairment, and forced consumption of both palatable food and other substance.
7. Sexually degrading activities, including stripping, simulation of sexual acts or sexually explicit cheers, chants, and songs;
8. Activities that cause psychological stress including, but not limited to any deception designed to convince a student that they will not be initiated, will be removed, or will be injured during any activity;

9. Wearing apparel which is uncomfortable or degrading; dressing alike in **specific** costumes or clothing (this does not apply to dress attire required for business or ritual meetings);
10. Preventing individuals from wearing any garments or accessories required for business or ritual meetings
11. Requiring changes to a person's physical appearance, including, but not limited to, dying or cutting their hair, piercings, tattoos, etc.
12. Morally degrading or humiliating games or activities that could adversely affect the mental health, dignity, or religious values of a person.
13. 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).
14. Not permitting individuals to speak for extended periods of time and/or forced exclusion from social contact.
15. Any activities which interfere with the student's scholastic responsibilities, including activities which interfere with allowing an individual adequate time for study.
16. Conducting any new member related activity between the hours of 12:00 AM midnight and 7:00 AM or awakening individuals during these hours.
17. Preventing any person from practicing personal hygiene.
18. Kidnapping or dropping a person off-campus without return transportation;
19. Assigning or endorsing "pranks" (such as stealing composites, letters, mascots, trophies, etc.);
20. Servitude of any nature, including and not limited to driving individuals to class, cleaning another individual's room, serving meals to another individual, washing another individual's car, etc.
21. Requirements that financially take advantage of individuals within the group, such as requiring an individual to purchase items as punishment. This excludes fines or fees outlined in the organization's approved constitution or bylaws;
22. Forcing or requiring the violation of University policy, parent organization policy, federal, state, or local including, but not limited to, burglary, defacement, trespassing, animal cruelty, academic dishonesty, and providing false or misleading information.

## **PROCEDURE**

Each new student will be provided educational information about this policy during new student orientation through distribution of the student handbook. Specific information about the anti-hazing policy and dangers and prohibitions related to hazing will be covered during new student orientation. In cases in which the student is under 18, the anti-hazing information will also be provided to a parent or legal guardian.

Organization officers or team leaders are responsible for informing members (including new members, associates, affiliates, guests) of this policy. Registered student organizations must adopt the UNO hazing prevention policy, which shall include possible institutional sanctions against the organization in the event of a reported or confirmed hazing incident and have a policy that prohibits hazing. Organizations should read and review this policy at the first meeting of the organization each semester. Additionally, each student organization must provide annually at least one hour of hazing prevention training education that includes education relative to such policies to all members, perspective members, and anyone who is employed by or volunteers with that organization. Student organizations are to provide the Office of Student Involvement and Leadership with a report annually of the students, employees, and volunteers receiving education with an attestation from each that they received the education. If the training is provided electronically, students are required to submit a completion certificate that should be included at the end of the training.

Hazing prevention education must include information about the criminal penalties associated with criminal hazing, obligations under the law, including the duty to investigate and report, and potential loss of funding, and other penalties applicable under Hazing laws. Hazing prevention education will also be provided to University employees and student organization advisors.

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 Seek Assistance***

Any person at the scene of an emergency who knows that another person has suffered bodily injury caused by an act of hazing must, to the extent that the person can do so without danger or peril to self or others, give reasonable assistance to the injured person. Reasonable assistance includes immediately seeking or reporting the need for medical assistance from an appropriate authority.

Failure to seek assistance is also a crime, punishable by a fine up to \$1000 and/or imprisonment up to one year. Failure to seek assistance in cases in which severe bodily injury results in death is punishable by a fine up to \$2000 and/or imprisonment up to five years.

### ***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.

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 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.

### **Reporting and Sanctions**

#### *Organizations*

If an organization has reason to believe that any member of the organization has participated in an incident of hazing, the organization shall report the incident as soon as practicable under the circumstances to law enforcement and to the Office of Student Affairs and must cooperate with the University investigation process. Organizations must report using the standardized form created by the Board of Regents and available on the UNO website.

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 to law enforcement and to the Office of Student Affairs.

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 under the definition of "Organizations" is sanctioned or recognized member at the time of the hazing) knew and failed to report, as soon as practicable under the circumstances, to law enforcement that one or more of the organization's members were hazing another person, the organization may be subject to penalties under state law.

The University also must report all allegations of hazing as soon as practicable under the circumstances, to the law enforcement agency having jurisdiction in the place where the alleged act or acts of hazing occurred. The University must also document in writing all actions taken with regard to reports of hazing, including but not limited to the date the report was received, reports made to law enforcement, and any other information relative to the University's investigation, processing, and resolution of the incident. Any education institution who fails to comply with the provisions of this paragraph may be subject to a fine up to \$10,000.00.

Information reported to law enforcement (by both the University and any organization representatives) must include all details received by the organization relevant 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.

*Students*

Any student who violates state law shall be expelled, suspended, or dismissed from the institution and not permitted to return for at least one semester or comparable academic period and may be subject to criminal charges. Students who violate this policy, when such conduct does not rise to the level of physical or emotional harm or distress, will also face sanctioning as outlined in the UNO Student Code of Conduct.

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.

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



John W. Nicklow  
President  
University of New Orleans

*\*Policy Updates:*

*Revisions: 6/18/2020*

*8/15/2019*

*8/01/2019*

*9/18/2018*

*9/27/2017*