



FLETCHER TECHNICAL COMMUNITY COLLEGE
Policy 2.002

Anti-Hazing Policy

Authority: LCTCS Policy 2.003

Effective Date: 08/20/2019

Last Revision: 06/24/2020

PURPOSE:

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.

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.

POLICY STATEMENT:

Fletcher Technical Community College and the Louisiana Community and Technical College System (LCTCS) is committed to providing a supportive educational environment free from hazing, one that promotes its students' mental and physical well-being, safety, and respect for one's self and others. In accordance with Louisiana Revised Statutes 17:1801.1, 14:40.8, 14.502, and the Board of Regents Uniform Policy on Hazing Prevention, all System colleges shall prohibit hazing and take all reasonable measures to address hazing, including without limitation: adoption of effective policies; clear communication to campus organizations, students, and other stakeholders of laws and policies; prompt and faithful enforcement thereof; education, and training.

POLICY/PROCEDURE:

A. Hazing means 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.
- B. 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.
- C. Organization is 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.
- D. Pledging is 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.
- E. Appropriate authority includes:
 - i. Any state or local law enforcement agency.
 - ii. A 911 Public Safety Answering Point as defined in Title 33 of the Louisiana Revised Statutes of 1950.
 - iii. Emergency medical personnel.
- F. Consent to hazing is not a defense.
- G. No student organization or individual shall employ a program of student initiation/pledge education or social events which includes hazing.
- H. Duty to Report
 - i. 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 appropriate institution administrator. All reports alleging the commission of an act of hazing by one or more members of a student organization shall report the act to local law enforcement having

jurisdiction in the place where the alleged act or acts of hazing occurred. The information reported to law enforcement shall include all details received by the college 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 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 college's investigation, processing, and resolution of the incident. Colleges and organizations will use the standardized forms in making reports. Any college, organization, or individual that fails to comply with the provisions of reporting may be subject to criminal penalties as outlined in Act 635 and Act 382.

I. Expectations for Violations

- i. 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 semester. In addition, there will be a 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 and may be subject to criminal penalties as outlined in Act 635 and Act 382.

J. All policies on hazing shall be published on college and student organization websites and included in all Student Handbooks and Student Codes of Conduct.

K. Prevention and Education Programs

- i. 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.
- ii. 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.
- iii. 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.
- iv. 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.

L. Duty to Seek Assistance

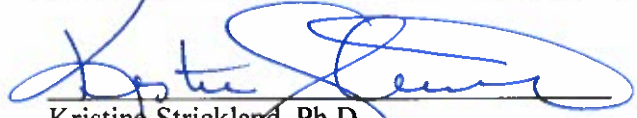
- i. In accordance with Act 637 of 2018, codified at R.S. 14:502, any person at the scene of an emergency who knows that another person has suffered bodily injury caused by an act of hazing shall, to the extent that the person can do so without danger or peril to self or others, give reasonable assistance to the injured person. Each college's policy and educational information shall include the criminal penalties applicable to failure to seek assistance in violation of R.S. 14:502.

Reference: LCTCS Policy 2.003

Distribution: Distributed Electronically via College's Internet.

APPROVAL:

Reviewing Council/Entity	Approval Date
Other (if applicable)	8-20-19
College Council	8-20-19
Executive Cabinet	8-20-19



Kristine Strickland, Ph.D.
Chancellor

6/30/20
Date