

ULM

# Hazing Prevention Education Training & Resource Handbook

College Edition: University 1001



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## **ULM'S PURPOSE AND STATEMENT ON HAZING:**

The purpose of this handbook is to educate students, employees and faculty about the dangers of hazing. It is our goal to maintain a safe learning environment that is free from hazing. Hazing activities of any type or inconsistent with the educational goals of the university and Louisiana Law and are prohibited at all times. No student, faculty member, employee or administrator, guest, contractor or volunteer shall plan, direct, encourage, aid or engage in hazing.

The purpose of this Handbook is to

- assist with preventing hazing;
- encourage reporting which is the responsibility of every member of the university community;
- accept the personal obligation to adhere to the basic community values of being civil, and respectful of others;
- protect the safety and rights of students; and
- preserve the educational environment.

ULM Hazing Prevention Education training is a university initiative dedicated to the well-being of students and promotion of a community that cares about each of its members. ULM offers an [online reporting system](#) to help students, faculty, staff, families, and friends submit reports about the following:

- Potential violations of the ULM Code of Student Conduct
- Concerns regarding sexual misconduct and hazing
- Concerns surrounding acts of bias or discrimination
- Concerns about students in crisis or distress
- Student grievances
- Pregnancy needs

This handbook is designed to assist the university community so that we can collaborate to ensure student success.

## **KNOW THE SIGNS:**

- Sleep deprivation
- Excessive absence from class
- Declining academic performance
- Not showered/clean
- Wearing unusual or similar/identical clothing with members of the new member class
- Pulling away emotionally and physically from friends and family
- Defensive responses about organization membership when explaining unusual events or activities
- Lengthy weekend commitments
- Loss of privileges, like eating, sleeping, or cell phone use, that may seem unnatural

**DEFINITIONS:**

**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 following:

A. The person knew or should have known that the act endangers the physical health or safety of the other person or causes severe emotional distress.

B. The act was associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization.

**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 defined as:

- (i) Any state or local law enforcement agency.
- (ii) (ii) A 911 Public Safety Answering Point as defined in Title 33 of the Louisiana Revised Statutes of 1950.
- (iii) (iii) Emergency medical personnel.
- (iv) (iv) ULM faculty or staff member.

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 PROCEDURE:**

The University adheres to the University of Louisiana, Monroe Hazing Policy, University of Louisiana System policy on hazing; the Board of Regents Uniform Policy on Hazing Prevention, and applicable state laws.

This policy provides that “hazing” includes but is not limited to any of the following that is associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization:

- (1) Physical brutality, such as whipping, beating, striking, branding, burning, shoving, electronic shocking, blindfolding, paddle swats, bondage or restriction, or placing of a harmful substance on the body, or similar activity.
- (2) Physical activity, such as sleep, food or drink deprivation, exposure to the elements, confinement in a small space, calisthenics, forced exercise, jogs or runs 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.
- (3) 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.
- (4) Requiring or coercing someone to perform public stunts, buffoonery, personal or group servitude (washing cars, running errands, cleaning), wearing apparel which is uncomfortable, conspicuous or not normally in good taste and may cause severe emotional distress or humiliation.
- (5) Creating, inflicting or requiring any activity that detracts from adequate study or class time or productive work; or any activity that is not consistent with the academic mission of the University of Louisiana Monroe. For example, any activity or situation that keeps an individual from less than six uninterrupted hours of sleep.
- (6) Bullying, degrading, humiliating, ridiculing or harassing an individual or group through words or deeds, line-ups or interrogations; name-calling; threats or lies.
- (7) Activity that induces, causes, or requires an individual to break a university, local, state or federal law or policy. The law provides exceptions for normal physical activity associated with athletics, physical education, military training, or similar programs.
- (8) Activity that includes nudity.

Acts 635, 637, and 640 of the 2018 Regular Session and Act 382 of the 2019 Regular Session of the Louisiana Legislature amend prior law regarding Hazing and applies to each institution and organization in the education institution, defines the legal criminal consequences of fines and terms of imprisonment as part of criminal law and provides the student found to be guilty of hazing shall be dismissed, suspended, or expelled from the educational institution for at least one semester, quarter, or comparable academic period if criminally charged.

The law creates the crime of criminal hazing which prohibits any person from committing an act of hazing as defined by the law, regardless of whether the person voluntarily allowed himself to be hazed or consented to the hazing. The law provides for the following penalties:

- (1) A fine of up to one thousand (\$1,000.), imprisonment for up to six months, or both.
- (2) If the hazing results in the serious bodily injury or death of the victim, or if the hazing involves forced or coerced alcohol consumption that results in the victim having a blood alcohol concentration of at least .30 percent by weight based on grams of alcohol per one hundred cubic centimeters of blood, the person who committed the act of hazing shall be fined up to ten thousand (\$10,000.), and imprisoned, with or without hard labor, for up to five years.

The law also provides that 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 organization is a 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 engaging in or participating in the hazing of another person, the organization may be subject to the following:

- (1) Payment of a fine of up to ten thousand (\$10,000).
- (2) Forfeiture of any public funds received by the organization.
- (3) Forfeiture of all rights and privileges of being an organization that is organized and operating at the educational institution for a specific period as determined by the court. If the hazing results in the serious bodily injury or death of the victim, or results in the victim having a blood alcohol concentration of at least .30 percent by weight based on grams of alcohol per one hundred cubic centimeters of blood, the period shall be for not less than four years.

Information reported to law enforcement as provided shall include all details received by the organization relative to the alleged incident, with no information being redacted, including the name of all individuals alleged to have committed the act of hazing.

In addition, University action taken for violation of this policy will be consistent with other university policies and statutory authorities such as Act 635, Act 637, Act 640 and Act 382 of the Regular Session of the Louisiana Legislature and Louisiana Law and to amend and reenact R.S. 14:40.8(B) and R.S. 17:1801(C), 1801.1(C) and 1805(A)(3), (B), and (D)(2) and to enact R.S. 17:1801.1(B)(3).

- (1) Act 635 of the 2018 Regular Session of the Louisiana Legislature, which creates the crime of criminal hazing, provides definitions and exceptions, and establishes exceptions and penalties;

(2) Act 637 of the 2018 Regular Session of the Louisiana Legislature, which creates an obligation to offer reasonable assistance (“Duty to Seek Assistance”), including seeking medical assistance, to someone who has suffered serious bodily injury caused by reckless behavior, including hazing;

(3) Act 640 of the 2018 Regular Session of the Louisiana Legislature, which prohibits hazing at Louisiana’s public postsecondary institutions, requires BOR to adopt a uniform policy on hazing prevention, requires public postsecondary institutions to adopt and expand on BOR’s uniform policy in a manner consistent with the laws and BOR policy.

(4) Act 382 of the 2019 Regular Session of the Louisiana Legislature requires an educational institution or organization to report to law enforcement as soon as practicable a report of an alleged act of hazing.

(5) The law requires the Board of Regents to develop a uniform reporting form to be used by education institutions and organizations. Those forms are attached to this policy.

**HAZING PROHIBITED PENALTIES – ACT 635:** “Whoever violates the provisions of this Section shall be expelled, suspended, or dismissed from the education institution and not permitted to return for at least one semester, quarter, or comparable academic period. In addition, the person violating the provisions of this Section may also be subject to the provisions of R.S. 14:40.8 which provides penalties for certain hazing activity.”

“Hazing in any form, or the use of any method of initiation into organizations in any education institution supported wholly or in part by public funds, which is likely to cause bodily danger or physical punishment to any student or other person attending any such institution is prohibited.”

If the hazing results in serious bodily injury or death of the victim, or the hazing involves forced or coerced alcohol consumption that results in the victim having a blood alcohol concentration of at least .30 percent by weight based on grams of alcohol per one hundred cubic centimeters of blood, any person who commits an act of hazing shall be fined up to ten thousand dollars and imprisoned, with or without hard labor, for up to five years.”

“Any person who commits an act of hazing shall be either fined up to one thousand dollars, imprisoned for up to six months, or both.”

The bill also defines hazing as: Any intentional, knowing or reckless act committed by a student, or a former student, whether individually or in concert with other persons, against another student, and in which both of the following apply:

- The act was committed in connection with an initiation into, an affiliation with or the maintenance of membership in any organization that is affiliated with such educational institution.
- The act contributes to a substantial risk of potential physical injury, mental harm or degradation or causes physical injury, mental harm or personal degradation.

The penalties provided by Act 635 do not preclude any civil remedies provide by existing law and may be imposed in addition to any penalty that may be imposed for any other existing law criminal offense arising from the same incident or activity, and in addition to any penalty imposed by the organization or educational institution pursuant to its by-laws, rules, or policies regarding hazing.

ULM may impose additional sanctions for violations of the Code of Student Conduct.

## **ORGANIZATION PREVENTION EDUCATION TRAINING REQUIREMENTS:**

A Registered Student Organization (RSO) in order to operate at ULM, shall adopt the ULM Hazing Prevention Policy, which shall include possible institutional sanctions against the organization in the event of a reported or confirmed hazing incident, and a policy that prohibits hazing. Each organization 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.

Each organization shall submit a report annually to ULM relative to the students, employees, and volunteers receiving such education, evidenced by an attestation of individuals receiving the education.

Training must include the following:

- Criminal penalties for hazing including fines and potential incarceration
- Information about how to report if hazing activities are suspected
- The individual/organization's duty to seek assistance if someone has suffered bodily injuries caused by an act of hazing.
- The potential loss of organizational funding and other penalties if found responsible.
- As noted in RS 17:1801.1, if the student receiving the information required is a minor, that information shall also be provided to his parent or legal guardian.

The education may be provided in person, electronically, or both. Each organization shall submit a report annually to the ULM Office of Student Life and Leadership relative to the students, employees, and volunteers receiving such education, evidence by an attestation of individuals receiving the education. The report must include an acknowledgment from each student that they understand the dangers and prohibition of hazing and will abide by the policies and procedures set forth by the University. All groups and organizations are responsible for knowing, understanding, and following the university Hazing Policy in addition to any specific governing organizational or departmental requirements. The online Hazing Prevention Education may be found at [ulm.prevent.zone](http://ulm.prevent.zone). Information regarding hazing and other online educational resources may be located at <https://www.ulm.edu/studentlife/hazing/index.html>.

## **REPORTING OBLIGATIONS OF INSTITUTION AND ORGANIZATION:**

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 in this Policy or as a recognized member at the time of the hazing, knew and failed to report to law enforcement that one or more of the organization's members were hazing another person, the organization may be subject to penalties under Act 382.

Effective August 2019 ACT 382, to amend and reenact R.S. 14:40.8(B) and R.S. 17:1801(C), 1801.1(C) and 1805(A)(3), (B), and (D)(2) and to enact R.S. 17:1801.1(B)(3).

It shall be the duty of all student organization members and pledges to report as soon as practicable under the circumstances, in writing, any violation of this policy to the appropriate institution

administrator. Any violation of this Policy shall be investigated, and appropriate disciplinary action taken.

If an organization has taken disciplinary action against one of its members for hazing or has reason to believe that any member of the organization has participated in an incident of hazing, the organization shall report the incident to ULM and to Law Enforcement as soon as practicable and shall include all information and details received by the institution relative to the alleged incident, with, no information, being redacted, including the name of all individuals alleged to have committed the act or acts or hazing identified in the report.

When the institution receives a report of an alleged incident of hazing, the institution shall do both of the following:

- 1) Report to law enforcement as required by Act 382. This shall be reported as soon as practicable under the circumstances to law enforcement and shall include all information and details received by the institution 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 identified in the report.
- 2) Document in writing all actions taken regarding the report including but not limited to the date the report was received, reports made to law enforcement as provided in R.S. 14:40.8, and any other information relative to the institution's investigation, processing, and resolution of the incident.

Any educational institution, or any representative officer of an organization, including any representative of a national or parent organization, who fails to comply with the provisions of Act 382 may be subject to a fine up to \$10,000.

Organizations and Institution are required to document the alleged act or acts of hazing in writing via the standardized forms. These online forms are available at <https://www.ulm.edu/forms/> or <https://www.ulm.edu/studentlife/>.

- I. Organization Reporting Form
- II. Institution Reporting Form

Any person who believes he or she has been the victim of hazing, or any participant, witness, or person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to an appropriate university administrator or to the Dean of Students located in the Office of Student Services at 318.342.5350 or online at the following link: (<https://cm.maxient.com/reportingform.php?UnivofLouisianaMonroe>).

**Silent Witness Reports may also be submitted online at the following link:**

([https://webservices.ulm.edu/wsforms/viewform.php?fid=silent\\_witness](https://webservices.ulm.edu/wsforms/viewform.php?fid=silent_witness)) or anonymously through the **University Police Department at 318.342.5350.**

Each will take appropriate action to respond to such a report. More information regarding how to report an incident and additional information on the University conduct process may be found online at the ULM Hazing website (<https://www.ulm.edu/studentlife/hazing/index.html>). Faculty, staff, university employees and/or administrators as well as contractors and volunteers shall be particularly alert to possible situations, circumstances or events that might include hazing.

Any such person who receives a report of, observes, or has other knowledge or belief of conduct, which may constitute hazing, shall inform the Dean of Students immediately.

Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades or work assignments.

Violations of this policy by faculty, staff, and other employees are subject to discipline in accordance with the State of Louisiana and University policies and procedures governing employee misconduct.

Any violation involving a crime, an emergency, or an imminent threat to the health or safety of any person should be reported immediately by dialing 9-1-1 to reach local law enforcement officials or on campus 318.342.5350.

Disclosure of Information: The disclosure of general information under the consumer information regulations include the university's security policies, crime statistics, hazing and other institutional data which is provided annually to all students via electronic postcard.

#### **ENFORCEMENT:**

The Dean of Students is responsible for the enforcement of the [ULM Hazing Policy](#).

Violations of this policy by faculty, staff, and other employees are subject to discipline in accordance with the State of Louisiana and University policies and procedures governing employee misconduct.

Upon receipt of a complaint or report of hazing, the university must report that complaint to law enforcement as soon as practicable and shall undertake or authorize an investigation by university administrators through the Office of Student Life and Leadership in conjunction with the Office of Student Services and/or University Police.

The Dean of Students will investigate the complaint in accordance with the Student Disciplinary Procedures. In addition to the sanctions possible under the law, the Student Disciplinary Procedures shall govern all proceedings involving such a complaint at ULM unless the incident involves an act that falls beneath Title IX. The Vice President for Student Affairs, the Dean of Students, Conduct Officer or designee may impose interim sanctions immediately upon notice of charge of violation of the Hazing Policy.

Censures, if appropriate, will be imposed in accordance with the Student Code of Conduct. Sanctions, which may be imposed to a student and/or organization accordingly, include but are not limited to:

- a) Probation
- b) Suspension
- c) Dismissal
- d) Expulsion
- e) Withdrawal of Official University Recognition

The University will not tolerate retaliation by any individual or group (whether or not that person was directly involved in the original incident) against any faculty, staff or student who reports, participates in an investigation of, or is a complainant in a disciplinary proceeding involving the allegation of hazing.

Claims of retaliation will be investigated as a breach of the University's Hazing policy and may result in University sanctions.

- i. Any student who violates the provisions of Acts 635, 637 and 640 of the 2018 Regular Session and Act 382 of the 2019 Regular Session of the Louisiana Legislature and this Policy may be subject to criminal charges and / or severe sanctions imposed through the ULM Student Code of Conduct.
- ii. 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.
- iii. Any student who fails to seek assistance as defined by the law and this Policy shall be subject to penalties outlined in Act 637.

**AUTHORITY OF UNIVERSITY POLICE:**

- i. While in or out of uniform, UPD officers shall have the right to carry concealed weapons and to exercise the power of arrest when discharging their duties on their respective campuses and on all streets, roads, and right-of-way to the extent they are within or contiguous to the perimeter of the campus and while in hot pursuit on or off the campus, each university officer may exercise the power of arrest.
- ii. For purposes of Act 382, the right of university or university police officers to carry a concealed weapon and to exercise the power of arrest when discharging their duties shall extend to alleged acts of hazing committed by members of an organization that is organized and operating at the university for which the police officer is commissioned regardless of the location where the alleged acts occurred.
- iii. Any person arrested by a university police officer, in the exercise of the power granted shall be immediately transferred by such officer to the custody of the sheriff or city police wherein the arrest occurs. iv. Upon authorization by the chief administrative officer of ULM, UPD officers shall have authority to discharge his duties off campus when investigating the crime of criminal hazing committed off campus by members of an organization that is organized and operating at ULM for which the police officer is commissioned.
- iv. Upon authorization by the chief administrative officer of ULM, UPD officers shall have authority to discharge his duties off campus when investigating the crime of criminal hazing committed off campus by members of an organization that is organized and operating at ULM for which the police officer is commissioned.

## **STUDENT LIFE AND LEADERSHIP:**

[The Office of Student Life & Leadership](#) is committed to student leadership growth and development by providing leadership opportunities to demonstrate advocacy, integrity and cultural vitality of our diverse student population. Through these efforts student life seeks to empower students in becoming leaders through professional and social development while promoting purposeful connections to the ULM campus.

For these reasons, it is recommended that every student take the [online Hazing Prevention 101 Course](#) – College Edition. Upon successful completion, you may print a certificate.

For Hazing Prevention Training on Fraternity & Sorority Life or Athletics - Go to [ulm.prevent.zone](#) and take your course today!

### **Hazing Prevention: It's Everyone Responsibility**

- **Responsibility & Accountability**
  - makes appropriate decisions regarding his/her behavior
  - recognizes consequences of actions
  - accepts consequences of actions and takes responsibility for own decisions
  - demonstrates required job skills
  - relates well with peers (courteous and approachable)
  - handles disagreements and conflicts fairly, equitably, and in a timely manner
  - reasonably accessible for consultation and considers other's viewpoints
  - meets agree upon expectations and follows through on commitments
- **Independence & Interdependence**
  - appropriately determines when to act alone and when to work or consult with others
  - demonstrates ability to initiate action and effectively engages others to enhance outcomes
  - gives praises and recognition to other peer members
  - encourages planning and creativity
  - contributes to the overall success of the organization
  - willing to actively participate in events and demonstrates cohesiveness within group
  - adapts behavior as appropriate in response to organization needs
- **Goal Oriented**
  - possesses and maintains sufficient motivation to achieve goals
  - demonstrates effective planning and purposeful behavior
  - establishes priorities effectively and successfully
  - sets a timeframe for goals and communicates them to other members of the organization
  - adjusts actions as necessary to keep on track with goals
  - does not allow distractions to prevent timely completion of tasks
- **Self-Confidence/Humility**
  - maintains and projects optimistic perspective
  - expects the best from self and others (promotes leadership within others)

- accurately assesses and appropriately articulates personal strengths & weaknesses
- shows interest in learning about others and their accomplishments
- confident in their leadership style
- demonstrates ability to help others adapt to new situation
- **Resilience**
  - able to recover from disappointments or bad experiences and continue to work successfully
  - a good listener (good empathy skills and can "read" people well)
  - constantly learns from own experience and from the experiences of others
  - able to work through disappointments (i.e. what caused them, what can be done to avoid them next time, and what can be done to repair them now)
- **Appreciation of Differences**
  - works effectively with others, despite differences
  - can respectfully discuss differences with others
  - appreciates the importance of diversity and conveys this value to others
  - understands and respects the values of others
- **Tolerance of Ambiguity**
  - demonstrates intellectual and emotional ability to perform in complicated environments and the absence of standard operating procedures
  - can work under conditions of uncertainty

**Important Links and Student Life and Leadership Information:**

[Hazing Information:](#)

[Form to Report Hazing:](#)

[ULM Organization Reporting Form for Hazing:](#)

[ULM Institution Reporting Form for Hazing:](#)

[ULM Hazing Policy:](#)

[In House Hazing Prevention RSO Training Packet Instructions:](#)

[ULM Student Handbook \(Code of Student Conduct\):](#)

[Student Life and Leadership Personnel Directory:](#)

See Something.

Say Something.

Make a Report.

- Office of Student Services at 318.342.5350 or online at the following link: (<https://cm.maxient.com/reportingform.php?UnivofLouisianaMonroe>).
- University Police Department 318.342.5350 or for anonymous reporting 318.342.5350

**Silent Witness Reports may also be submitted online at the following link:**

([https://webservices.ulm.edu/wsforms/viewform.php?fid=silent\\_witness](https://webservices.ulm.edu/wsforms/viewform.php?fid=silent_witness)).