**Hazing Prevention**

**Policy**

The University does not tolerate hazing, including the physical, mental or psychological abuse of any individual or individuals. All allegations of hazing will be fully investigated by the appropriate authorities. Any organization, and/or individuals within an organization, found responsible of hazing may face disciplinary action up to and/or including expulsion from the University and/or criminal charges. FranU is committed to a safe and healthy campus for students, faculty, staff and visitors.

1. No person shall recklessly participate in the hazing of another.
2. No student shall knowingly permit the hazing of another.
3. No student shall fail to report hazing.
4. The negligence or consent of the student/participant or any assumption or risk by the student/participant is not a defense to any action brought pursuant to this policy.

**Definition**
Hazing is defined as any action or situation which includes any mental or physical requirement, request or obligation placed upon any person which could cause discomfort, pain, fright, disgrace, injury or which is personally degrading or which violates any federal, state, local statute or University policy.

**Hazing situations include, but are not limited to the following:**

* Any activity that might bring physical or psychological harm to an individual or animal.
* Any action taken or situation created that may cause pain, injury, excessive physical stress or fatigue including, but not limited to the following: paddling, slapping, tackling, pushing, and exercise that is not part of a reasonable all-organization athletic event.
* All forms of physical activity not part of an organized, voluntary athletic contest, or not specifically directed toward constructive work.
* Requiring members to wear any degrading or uncomfortable garments.
* Depriving members of the opportunity for sufficient sleep (8 hours per day minimum), decent and edible meals or access to means of maintaining body cleanliness.
* Activities that interfere in any way with an individual’s academic efforts, such as causing excessive fatigue, loss of sleep or loss of reasonable study time.
* Activities that interfere with an individual’s employment or family obligations.
* Activities or events that facilitate rapid drinking, drinking games, intoxication or impairment, and forced consumption of both palatable food and, or any other substance.
* Morally degrading or humiliating games or any other activities that make an individual the object of amusement, ridicule or intimidation.
* Kidnaps, road trips, etc., which are conducted in a manner that endangers the health or safety of any person.
* Subjecting an individual to cruel and unusual psychological conditions for any reason.
* Any requirement which compels an individual to participate in any of the above named types of activities, or in any activity which is illegal, perverse, publicly indecent, contrary to the individual’s genuine morals and/or beliefs, excessive fatigue, public profanity, indecent or lewd conduct or sexual gestures in public.
* The use of obscenities and vulgarities in dress, language or action.
* 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.
* Coercing a member to commit any action which is in violation of the university’s Code of Student Conduct.

**Duty to Seek Assistance and Reporting**

If someone suffers bodily injury as a result of hazing, individuals present or with knowledge of the emergency must seek assistance for the injured individual. Reasonable assistance includes immediately seeking medical assistance or reporting the need for medical assistance. Failure to report hazing incidents or suspected hazing incidents is a violation of University policy and state hazing laws punishable by a fine or imprisonment.

Violations of the University Hazing Policy should be reported to the Student Affairs Office for appropriate disciplinary action. Additionally, any faculty member or staff member that becomes aware of possible hazing of FranU students must immediately report the matter to Student Affairs.

**Enforcement**

Any violation of the hazing policy shall be deemed a violation of the University’s Student Code of Conduct and applicable laws. Infractions of these regulations will result in disciplinary procedures being initiated according to the regulations prescribed in the University’s Student Code of Conduct. Thus, all allegations of hazing will be investigated by the Office of Student Affairs and/or other appropriate law enforcement agencies.

Individuals or groups found responsible for violating the Hazing Policy may face disciplinary action including expulsion from the University. The Vice President for Enrollment Management and Student Affairs, the Dean of Students or designee may impose interim sanctions immediately upon notice of charge of violation of the anti-Hazing Policy.

Violations of law will be handled in accordance with the criminal court system.

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.

**Louisiana Legislation on Hazing**

[R.S 17:1801](http://legis.la.gov/Legis/Law.aspx?d=79979) hazing prohibited at postsecondary institutions

[RS 14:40.8](http://legis.la.gov/legis/Law.aspx?d=1106699) criminal violations & penalties for hazing

[RS. 14:502](http://www.legis.la.gov/Legis/Law.aspx?d=1106740) criminal penalties for failure of observer to provide or seek assistance