

**CALEB WILSON**  
**HAZING PREVENTION**

**TASK FORCE MEETING**

**SEPTEMBER 16, 2025**



# ***WELCOME/ ROLL CALL***



# ***APPROVAL OF MINUTES***

# ***DISCUSSION OF TAKEAWAYS FROM THE HAZING PREVENTION SUMMIT***



# REFLECTIONS FROM STUDENT REPRESENTATIVES





# REFLECTIONS FROM DR. WALTER KIMBROUGH





# UNDERSTANDING LEGAL CONSEQUENCES OF HAZING IN





# NATIONAL BEST PRACTICES FOR HAZING PREVENTION





# THE ROLE OF LEADERSHIP IN HAZING PREVENTION





# ***POSTSECONDARY SYSTEM UPDATES***



# UNIVERSITY OF LOUISIANA

S Y S T E M

September 16, 2025

# Hazing Incidents Since 2018

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## Total System-wide since 2018: 70 reported incidents

- Grambling State University: **4** incidents
- Louisiana Tech University: **7** incidents
- McNeese State University: **1** incident (validated and founded, August 2018)
- Nicholls State University: **5** incidents
- Northwestern State University: **8** incidents
- Southeastern Louisiana University: **12** incidents
- University of Louisiana at Lafayette: **21** incidents
- University of Louisiana at Monroe: **2** incidents
- University of New Orleans: **10** reports (0 findings of responsibility)



# Hazing Incidents Since 2018 (continued)

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## Reporting Process Overview

All universities utilize multiple reporting channels including:

- Online reporting forms (most common method)
- Anonymous reporting options available at all institutions
- Direct contact with university officials, student affairs, or university police
- National Anti-Hazing Hotline: 1-888-NOT-HAZE

# Hazing Incidents Since 2018 (continued)

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## Suspension and Expulsion Outcomes

### Organizations Suspended: 6 total

- Grambling: 0 organizations, 0 students
- Louisiana Tech: 0 organizations, 0 students
- McNeese: 0 organizations, 0 students
- Nicholls: 1 organization, 0 students
- Northwestern: 0 organizations, 0 students
- Southeastern: 1 organizations, 0 students
- UL Lafayette: 4 organizations, 8 students
- UL Monroe: 0 organizations, 0 students
- UNO: 0 organizations, 0 students

### Organizations Expelled/Deactivated: 2 total

- Northwestern: 1 organization expelled, 0 students
- Southeastern: 1 organization expelled, 0 students
- All other institutions: 0 organizations, 0 students expelled

# Hazing Incidents Since 2018 (continued)

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## Alternative Sanctions Used System-wide

- **Educational programs** and risk management training
- **Disciplinary probation** and administrative probation
- **Community service** requirements
- **Loss of privileges** and social privilege suspension
- **Restriction of recruitment** numbers and activities
- **Restitution** and fines
- **Behavioral requirements** and reflection papers
- **Mediation** and restorative measures



# The Reporting Process

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## Hearing Process Common Elements

Most institutions follow similar procedures:

1. **Investigation Phase:** Student Conduct office reviews complaints and gathers evidence
2. **Formal Notification:** Minimum 7-10 days' notice provided to accused parties
3. **Hearing Options:** Administrative conferences or formal hearings with faculty/staff/student panels
4. **Standard of Evidence:** Preponderance of evidence or clear and convincing evidence
5. **Appeals Process:** Multiple levels available (typically VP level, President level, UL System Board)



# The Reporting Process (continued)

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## Appeals Grounds (System-wide consistency)

- Procedural errors or due process violations
- New evidence not available during original hearing
- Contradictory evidence
- Disproportionate sanctions
- Bias or conflict of interest

# Student Organization Involvement

## System-wide Statistics

- Total Registered Organizations: Approximately **1,217** organizations
- Total Student Participation: Approximately **20,760** students
- Average Participation Rate: **32%** of undergraduate population

Institution	Organizations	Students Participating	Participation Rate
Grambling	80	1800	35%
Louisiana Tech	186	3,500	38%
McNeese	90-110	1,250	20.1%
Nicholls	110	1,650	30%
Northwestern	90-103	1,442	25.96%
Southeastern	101	2,934	30%
UL Lafayette	227	4,905	37%
ULM	121	2,403	37%
UNO	69	876	18%

# Mandated Training Requirements

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## Training Platforms Used System-wide

- Vector Solutions/Vector LMS (most common)
- Prevent.Zone/AliveTek training modules
- Canvas LMS courses
- 3rd Millennium (some institutions)
- In-person workshops and presentations

## Training Duration and Requirements

- Standard Duration: 60-120 minutes online training
- Additional Requirements: Many institutions require in-person components
- Frequency: Annual completion required at most institutions
- Specialized Training: Enhanced requirements for Greek life, athletics, and band



# Mandated Training Requirements

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## Training Content Areas

- Hazing definition and recognition
- Louisiana state laws and penalties
- University policies and expectations
- Reporting procedures and protections
- Bystander intervention strategies
- Risk management principles



# Compliance Monitoring

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## Tracking Methods:

- Digital completion reports from training platforms
- Attendance records for in-person sessions
- Organization president attestations
- Integration with student information systems

## Monitoring Responsibility:

- Student Affairs offices (primary)
- Student Activities/Engagement offices
- Athletics departments (for athletes)
- Greek Life offices (for FSL organizations)

# Non-Compliance Monitoring

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## **For Organizations:**

- Inactive status until compliance achieved
- Loss of privileges and event hosting restrictions
- Inability to participate in campus activities
- Registration holds and facility restrictions
- Temporary suspension of organizational activities

## **For Individual Students:**

- Removal from organization rosters until compliant
- Registration holds preventing class enrollment
- Academic consequences (failing grades in required courses)
- Inability to join any student organization
- Meeting requirements with conduct officer

# Future Considerations

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## System-wide Training Improvements

1. Standardized Curriculum: Develop uniform hazing prevention training at the state level
2. Centralized Platform: Create system-wide online training module (similar to current PBV module)
3. Enhanced Digital Training: Immersive, scenario-based online modules with automatic progress tracking
4. Faculty/Staff Training: Separate training modules for advisors and non-student personnel



# Future Considerations (continued)

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## Policy and Implementation Recommendations

1. Clear Guidelines: Provide explicit interpretation of new laws and compliance requirements
2. Funding Support: Secure ongoing legislative funding for educational requirements
3. Cross-Departmental Coordination: Establish Hazing Prevention Task Forces on each campus
4. Unified Reporting System: Create single reporting system for all UL System school

# Future Considerations (continued)

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## Training Delivery Enhancements

1. Peer Education Programs: Student-led initiatives with trained peer educators
2. Professional Speakers: Regular programming during National Hazing Prevention Week
3. Registration Integration: Require training completion before class registration each academic year
4. Data-Driven Assessment: Implement metrics to evaluate training effectiveness

# Future Considerations (continued)

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## Compliance and Enforcement

1. Consistent Enforcement: Clarify consequences for organizations with incomplete compliance
2. Appeal Process Standardization: Uniform appeals procedures across all institutions
3. Regular Assessment: Annual review of program effectiveness and incident trends
4. Best Practice Sharing: Regular communication between institutions on successful strategies



# UNIVERSITY OF LOUISIANA

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# ***REVIEW OF EVIDENTIARY STANDARDS OF STUDENT DISCIPLINARY HEARINGS***

# ***EVIDENTIARY STANDARDS IN LOUISIANA NON-ACADEMIC DISCIPLINARY HEARINGS (ACT 416)***

<b>Standard</b>	<b>Degree of Proof Required</b>	<b>Practical Campus Example</b>	<b>Metaphor</b>
<b>Preponderance of Evidence</b> <i>(Old Standard)</i>	More likely than not (just over 50%)	A panel hears conflicting testimony about a hazing event. If they think it's slightly more likely than not that hazing occurred, they can find responsibility.	Tipping the scale just past 50%.
<b>Clear and Convincing Evidence</b> <i>(Act 416 Standard)</i>	Highly and substantially more probable than not; must leave a firm belief in the truth	Multiple witnesses corroborate that pledges were forced to drink excessively; photos or reports support the claim. Panel must be firmly convinced hazing occurred.	Scale heavily tipped; firm conviction.
<b>Beyond a Reasonable Doubt</b> <i>(Criminal Standard)</i>	Near certainty; almost no doubt	Not applicable in non-academic hearings.	Scale locked in place; virtual certainty.



# ***OPEN DISCUSSION***

# ***PUBLIC COMMENT***



# TENTATIVE MEETING DATES



- **MONDAY, NOVEMBER 3, 2025**

**1:00PM - 3:00PM**

HOUSE COMMITTEE ROOM 5

LOUISIANA STATE CAPITOL

- **THURSDAY, JANUARY 8, 2026**

**10AM - 12:00PM**

HOUSE COMMITTEE ROOM 5

LOUISIANA STATE CAPITOL

**SEPTEMBER 22 - 26, 2025**



**NATIONAL  
HAZING  
PREVENTION  
WEEK**



**“BE THE LEADER. PREVENT HAZING.”**



# ***NEXT STEPS & ADJOURNMENT***