

STUDENT ANTI-HAZING MANUAL



SOUTHERN UNIVERSITY AND A&M COLLEGE
Baton Rouge, Louisiana

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INTRODUCTION

Welcome to the Anti-Hazing Manual for Southern University and A&M College student organizations. This manual explains what hazing is, highlights new and important federal and state legislation, details university policy, and provides guidance for preventing, recognizing, and reporting hazing. It is designed for students, parents, and university partners to foster a safe and respectful environment for all.

WHAT IS HAZING?

Hazing is defined as any *intentional, knowing, or reckless act* committed by an individual (or individuals) against a student, when both of the following apply:

- The act is related to the initiation, affiliation, membership maintenance, or prospective membership in a student organization at an educational institution; and
- The act causes or creates a substantial risk of physical injury, mental harm, or personal degradation.

Consent does not excuse hazing. Participation under pressure or group influence does not make hazing permissible under law or University policy.

Examples:

- Forcing new members to perform humiliating tasks
- Requiring physical endurance or dangerous physical activities
- Compelling acts resulting in sleep deprivation, forced consumption, or illegal behavior
- Any action, regardless of consent, that may harm or degrade a student

DANGERS OF HAZING

Hazing can cause severe and lasting harm beyond physical injury. It exists on a spectrum of behaviors, including degrading, humiliating, or endangering acts, whether subtle or overt, and includes, but is not limited to, isolation, demeaning names, mandatory servitude, or forced public displays.

Hazing, when perpetuated by group culture, normalizes abusive practices and creates an environment where coercion is accepted, and individuals may feel discouraged from resisting or reporting misconduct. Such behavior undermines trust, safety, and inclusion, and jeopardizes the University's mission to provide a secure environment in which all members can learn, grow, and thrive.

Individuals found to be responsible for hazing can be suspended or expelled from school. Additionally, individuals can be prosecuted criminally for acts of hazing.

FEDERAL LEGISLATION: RECENT CHANGES

The Stop Campus Hazing Act (Signed December 2024):

- Amends the Clery Act to include hazing as a reportable offense in all Annual Security Reports.
- Mandates prevention training: Institutions must implement evidence-based anti-hazing training for students, staff, and faculty.
- Requires the university to maintain a Campus Hazing Transparency Report (CHTR) listing student organizations found responsible for violations.
- All reported incidents and outcomes must be publicly accessible on the university's website.

Key Definitions:

- Hazing (Federal standard): Any act connected to student group membership that presents significant risk of physical or psychological injury or personal degradation, regardless of consent.
- Student Organization: Any university-affiliated group, including fraternities, sororities, clubs, and societies.

LOUISIANA STATE ANTI-HAZING LAWS

Louisiana Revised Statute §17:1801

A. 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.

B. 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 activities.

C.(1) 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 the institution with which it is affiliated. 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 the institution with which it is affiliated.

(2) When the institution receives a report of an alleged incident of hazing pursuant to the provisions of Paragraph (1) of this Subsection, the institution shall do both of the following:

- (a) Report to law enforcement as required by R.S. 14:40.8. The information reported to law enforcement 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.

(b) 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 as provided in R.S. 14:40.8, and any other information relative to the institution's investigation, processing, and resolution of the incident.

(3) The Board of Regents, in consultation with the public postsecondary education management boards, shall develop the following:

(a) A standardized form that organizations shall use in making the reports required by Paragraph (1) of this Subsection.

(b) A standardized form that institutions shall use to document such reports, reports made to law enforcement as provided in R.S. 14:40.8, and the manner in which each hazing incident is handled and resolved at the institution level.

(c) A policy relative to making available to the public certain information relative to hazing that is documented pursuant to this Paragraph.

D. For purposes of this Section and R.S. 17:1801.1”

(1)(a) “Hazing” means any intentional, knowing, or reckless act by a person acting alone 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, acts connected with pledging, initiation, affiliation, participation, holding office, or maintaining membership in an organization:

- **Physical brutality:** whipping, beating, paddling, striking, branding, electric shocking, placing harmful substances on the body, or similar acts.
- **Physical activity:** sleep deprivation, exposure to the elements, confinement, or calisthenics, when causing unreasonable risk of harm, adverse physical health or safety effects, or severe emotional distress.
- **Consumption:** requiring food, liquid, alcohol, drugs, or other substances when causing unreasonable risk of harm, adverse physical health or safety effects, or severe emotional distress.
- **Criminal or hazing-related tasks:** inducing or requiring duties that involve crimes or hazing.

(c) Normal, customary, and necessary physical activity in athletic, physical education, military training, or similar programs sanctioned by a postsecondary education institution is not hazing under this Section.

(2) **“Organization”**: fraternities, sororities, associations, corporations, orders, societies, corps, cooperatives, clubs, service groups, social groups, bands, spirit groups, athletic teams, or similar groups of students or former students of a postsecondary institution. Includes any national or parent organization of which these groups are sanctioned or recognized members at the time of hazing.

(3) **“Pledging”**: any action or activity related to becoming a member of an organization, including recruitment and rushing.

(4) **“Postsecondary education institution”, “education institution”, and “institution”**: any postsecondary education institution in this state supported wholly or in part by public funds.

ACT 174: Anti-Hazing Education: Enough Is Enough Act (2025):

C. Each organization as defined in R.S. 17:1801 shall, as a condition of operating at an institution, adopt the hazing prevention policy that the institution has adopted pursuant to Subsection A of this Section, 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 two hours of hazing prevention education that includes education relative to such policies 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. The institution shall terminate the organization's operation on campus if it fails to comply with the provisions of this Subsection and shall submit a report to the House Committee on Education and Senate Committee on Education upon such termination.

- All students involved in organizations must *complete an anti-hazing course* as a condition of membership.
- Each organization must *annually provide* at least one hour of hazing prevention education and submit compliance reports to the university.
Establishes the Caleb Wilson Hazing Prevention Task Force, aimed at reviewing and improving statewide hazing prevention.

UNIVERSITY POLICIES: SOUTHERN UNIVERSITY AND A&M COLLEGE

Zero Tolerance: Hazing is strictly prohibited in any form (physical, psychological, or emotional) at Southern University and A&M College.

Policy Scope: Applies to all students, organizations, and employees. Covers activities both on and off campus.

Compliance: Organizations and individuals must comply with university and state policies. Failure to comply will result in the following:

- Organizations – Loss of recognition and active status.

- Students – Inability to participate in student organizations.

Mandatory Forms: All organization members must annually sign an Anti-Hazing Compliance Agreement, confirming understanding and intent to uphold policies.

A copy of the SUS policy can be found at www.sus.edu/page/policy-search

TYPES OF HAZING

Subtle Hazing: This behavior usually involves activities or attitudes that cross the line of mutual respect, appropriate standards, and places the individual on the receiving end of ridicule and/or humiliation. (Expecting certain items to always be in your possession, assigning demerits, etc.)

Mental Hazing: Yelling, demeaning name calling, profane remarks, drills, threats, silence, isolation, being singled out for demeaning duties not assigned to others, running errands, or carrying out other types of servitude.

Physical or Violent Hazing: This is the most well-known type of hazing. It can cause serious physical and/or psychological harm and in some cases death. The behaviors include, but are not limited to: branding, paddling, punching, and/or being placing individuals in dangerous situations such as being transported in unsafe conditions, physical restraint, or exposure to environments designed to cause fear, disorientation, or injury.

Sexually- Exploitive Hazing: This form of hazing occurs when individuals are pressured, coerced, or required to engage in sexually explicit or suggestive conduct as a condition of membership or participation; including but not limited to: being compelled to remove articles of clothing in front of others, engaged in simulated sexual activity, or endure unwanted exposure or contact. Such conduct constitutes a serious violation of personal dignity and bodily autonomy.

Cyber-Bullying: Communications made through e-mails, cell phones, websites and/or other social media that seek to intimidate, control, manipulate, stalk, torment, harass, ridicule, put down, falsely discredit, and/or humiliate the identified person or group. This type of hazing behavior is deliberate, repeated, and hostile.

Generational Hazing: This form of hazing is perpetuated when current members repeat or justify actions or practices based on stories of how activities were conducted “in their day”. Often framed as a “rite of passage” that allegedly makes an individual feel as though they now “belong” by simply engaging in behaviors or acts as those done before them. In some cases, alumni or former members may return and encourage such practices, portraying them as tradition, entertainment, or harmless fun. It is important to be clear: such conduct is not harmless.

Alcohol, Drugs, and Hazing: Alcohol and drugs affect all of the types of hazing. Alcohol and drugs can intensify an already out of control situation.

SCENARIOS: HAZING VS. TRADITION

Scenario 1: Welcome Night: New members are made to wear silly costumes and sing the school fight song at a mandatory meeting.

Risk: Potential hazing if participation is coerced or results in humiliation or unwillingness.

Scenario 2: Physical Endurance Test: All prospective members must run laps at 5:00AM, regardless of their health.

Yes, this is hazing. It imposes unnecessary physical risk and could cause injury.

Scenario 3: Study Sessions: New members participate in scheduled study groups with upper-class members as part of their orientation.

Not hazing. Study groups are supportive, non-degrading, non-coercive, and do not pose risk.

Scenario 4: Sleep Deprivation "Challenge": Prospective members asked to stay awake for 24 hours as a 'bonding' experience.

Yes, this is hazing. Sleep deprivation is dangerous and explicitly forbidden.

REMEMBER: Consent does not excuse hazing. All students and parents should err on the side of caution; ask for help if unsure.

HAZING REPORTING PROCEDURES

Student Conduct Incident Reporting Form

Students or staff seeking to report any hazing or misconduct incidents should click the following link to access the form:

https://cm.maxient.com/reportingform.php?SouthernUniv&layout_id=10

To manually access the reporting form, please follow the instructions below:

- Visit www.subr.edu
- Select the "Students" tab
- In the dropdown menu, select the "Division of Student Affairs" option
- Click the "Dean of Students" option on the left of the screen
- Finally, select the "Student Reporting Form"

Please use this form to report any incidents involving Southern University and A&M College violating the University's Student Code of Conduct. When completing this form, the reporter must include their name, contact information, and a detailed description of the incident. Although anonymous submissions are accepted, this limits the Dean of Students ability to address the report and to follow up with the reporter.

Upon completion of the form, a category of incident must be identified. The reporter must select one of the following categories:

Aiding and Abetting	Moral Turpitude
Alcohol Use	Physical Assault
Arson	Plagiarism
Bribery	Possession of Illegal or Controlled Substances
Bullying (cyber bullying included)	Possession/Use of Weapons
Cheating	Repeat Offense
Destruction of Property	Retaliation
Discrimination	Sexual Assault/Misconduct
Disruption/Obstruction	Theft
Disorderly Assembly	Threat of Violence
Disorderly Conduct	Trespassing
Disruptive Behavior	Unauthorized Access
Falsification of Information	Violation of Federal/State/Local Laws
Failure to Comply	Violation of Housing Policies
Harassment	Violent Behavior
Hazing	Other
Indecent, Obscene, Immoral Behavior	
Mediation Request	

If reporting Academic Misconduct, please identify the outcomes you have imposed.

F in course	Removal from course
F on assignment	Removal from program
Grade reduction	None
Reduced assignment grade	N/A
Academic probation	

If you would like to report a Power-Based Violence/Title IX incident, please do so by using the provided link.

If you have any questions regarding the submission of an incident report, please contact the Office of Student Conduct at (225) 771-3922. Students in need of immediate attention or if there is an emergency, please contact SUPD at (225) 771-2770 or 911.

REGISTERED STUDENT ORGANIZATION RESPONSIBILITIES

Education & Compliance

- Conduct annual anti-hazing training for all members.
- Submit Anti-Hazing Compliance Forms before new member periods.
- Anti-Hazing Compliance Forms must be retrieved by visiting the Office of Student Leadership and Engagement.

Event Oversight

- Ban activities violating dignity/safety (e.g., scavenger hunts, line-ups).
- Ensure all events are supervised by faculty/staff advisors.

Reporting

- Notify the Office of Student Conduct within 24 hours of suspected hazing.
- To submit a hazing report, please visit https://cm.maxient.com/reportingform.php?SouthernUniv&layout_id=10.

Prevention Strategies

- Build Group Cohesion Ethically: Use team-building retreats, community service, or skill workshops.
- Bystander Intervention Training: Teach members to recognize and report hazing.
- Transparent Recruitment: Publish initiation processes in RSO constitutions.

Institutional Policies

- Zero Tolerance: RSOs violating policies face suspension, loss of funding, or expulsion.
- Federal Compliance: Adhere to the Stop Campus Hazing Act (2025), requiring public hazing statistics and prevention programs.

By prioritizing member safety and ethical leadership, RSOs can foster inclusive communities free from hazing.

Note: This manual aligns with Louisiana law and institutional policies as of April 2025.

PARENTAL ROLE AND GUIDANCE

Parents:

- Talk openly with your student about risks and how to identify hazing.
- Encourage reporting and reinforce that no organization is worth risking one's health or future.
- Support your student in selecting safe, supportive organizations.

Students and parents are encouraged to err on the side of caution by raising concerns if an activity feels questionable or unsafe. Concerns should be directed to the Office of Student Conduct (225-771-3922 | dos@subr.edu) or submitted through the [Student Conduct Reporting Form](#).

CAMPUS CONTACTS

For inquiries/questions regarding hazing reporting or misconduct, please contact:

The Office of Student Conduct
2nd Floor, Smith-Brown Memorial Student Union
Baton Rouge, LA 70813
Phone: (225) 771-3922
Email: dos@subr.edu

For inquiries/questions regarding student organizations, please contact:

The Office of Student Leadership and Engagement
2nd Floor, Smith-Brown Memorial Student Union
Baton Rouge, LA 70813
Phone: (225) 771-3951
Email: osle@subr.edu

For general Student Affairs inquiries, please contact:

The Division of Student Affairs
2nd Floor, Smith-Brown Memorial Student Union
Baton Rouge, LA 70813
Phone: (225) 771-3109
Email: studentaffairs@subr.edu