



POLICY TITLE

Anti-Hazing

POLICY NUMBER

5-0603

Responsible Office: <i>Provost/Vice Chancellor for Workforce and Student Development</i>	Effective Date: <i>06/27/2025</i>
Responsible Official: <i>Provost/Vice Chancellor for Workforce and Student Development</i>	Last Reviewed Date: <i>06/27/2025</i>
Policy Classification: <i>Student Affairs</i>	Origination Date: <i>02/07/2018</i>

I. POLICY STATEMENT

Baton Rouge Community College (BRCC or the College) is committed to providing a supportive educational environment free from hazing and one that promotes its students' mental and physical well-being, safety, and respect for one's self and others. In accordance with H.R. 5646 "The Stop Campus Hazing Act," Louisiana Revised Statutes 17:1801, 17:1801.1, 14:40.8, 14.502, the Board of Regents Uniform Policy on Hazing Prevention, and LCTCS Policies # 2.003 and # 9.001, BRCC 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. BRCC shall take prompt and appropriate action to investigate and effectively discipline those accused of such conduct in a manner consistent with all applicable laws. BRCC shall implement and enforce with full fidelity and consistency the Hazing Laws and this policy. Failure to enforce or inconsistencies in enforcement shall constitute violation of the Hazing Laws and this policy.

In cases of any inconsistency, the statutory provisions and/or System policy shall supersede any such inconsistent provisions in this policy.

II. POLICY RATIONALE AND SCOPE

To ensure against the harmful practice of hazing, Baton Rouge Community College has adopted the following policy to be followed by all students, student organizations (including but not limited to Greek organizations, clubs, and athletic teams), groups and individuals on its campuses and sites:

- A. No student or student organization shall employ a program of student initiation/pledge education or social events that include "hazing."
- B. Hazing is an unproductive and hazardous custom that is incongruous with organizational

and community values. It has no place in college life, either on or off campus. No policy can address, in specific fashion, all possible situations which may take place. Students and organizations are expected to conduct themselves and their activities in a spirit of social responsibility and respect for others.

III. POLICY AUDIENCE

This policy applies to all individuals working, attending, or visiting any BRCC campuses and/or sites.

All members of the BRCC college community should report hazing when they see it occurring or believe that it has occurred.

IV. POLICY COMPLIANCE

Any violation of this policy, including knowledge of and failure to report, may result in expulsion in the case of students and termination in the case of employees, and 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

V. POLICY DEFINITIONS

Hazing – any intentional, knowing, or reckless act by a person acting alone or in concert with others that is directed against another person or persons regardless of the willingness of such person or persons when:

- A. 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; and
- B. The act is committed in the course of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in a student organization; and
- C. The act causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, including -
 - i. whipping, beating, paddling, striking, branding, electric shocking, placing of a harmful substance on the body, or similar activity;
 - ii. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - iii. causing, coercing, or otherwise inducing consumption of food, liquid, or any other substance, including but not limited to an alcoholic beverage, drugs, or other substances;
 - iv. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - v. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - vi. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - vii. any activity that induces, causes, or requires another person to perform a duty or

task that involves a criminal violation of local, State, Tribal, or Federal law.

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.

Student Organization – 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.

Pledging – 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.

Appropriate authority – Any state or local law enforcement agency; A 911 Public Safety Answering Point as defined in Title 33 of the Louisiana Revised Statutes of 1950; Emergency medical personnel.

Reckless behavior – 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 – 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.

VI. POLICY IMPLEMENTATION PROCEDURES

The College's method of discussing this policy with students and employees is detailed below.

Policy, Law, and Process Related to Hazing

Hazing is strictly prohibited in Louisiana, with comprehensive policies and laws in place to prevent and address such activities. If you witness or suspect hazing, it is imperative to report it immediately. In emergency situations, dial 911. For non-emergencies, reports can be made to campus police, the Dean of Students Office, or online through BRCC Cares.

Upon receiving a hazing report, the college is required to conduct a thorough investigation. This process involves collecting detailed information, interviewing involved parties, and collaborating with law enforcement when necessary. The college must document all actions taken, including the dates reports were received and any subsequent measures implemented.

State laws and college policies increase the penalties for hazing. LRS 14.40.8 defines Criminal Hazing.

Under the Max Gruver Act (LRS 17:1801), hazing is now considered a felony. Educational institutions are mandated to implement anti-hazing policies, provide preventative education, and enforce disciplinary actions against individuals or organizations involved in hazing. Non-compliance can result in severe consequences, including expulsion, suspension, or dismissal for students, and termination or employees.

Hazing of any kind is illegal and strictly prohibited at Baton Rouge Community College. Any such incidents will be prosecuted to the fullest extent of the law and pursued to the fullest extent of the BRCC Code of Student Conduct.

Consent Statement: a student's request to join or become a member of a student organization is not consent to any form of hazing; and a student's acceptance to an invite or open enrollment to join is not consent to participate in hazing nor a defense for those accused of hazing pursuant to this Policy.

Prohibition Statement: no student organization or individual shall employ a program of student initiation/pledge education or social events that includes hazing. BRCC operates with zero tolerance toward hazing and all alleged cases will be thoroughly investigated.

Duty to Report: 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 Vice Chancellor for Academic and Student Affairs or College designee. Any reports submitted to the College alleging the commission of an act of hazing by one or more members of an organization that is organized and operating, or parent organization, shall report, as soon as practicable under the circumstances, the alleged act or acts to the Office of Public Safety or to the law enforcement agency having jurisdiction in the place where the alleged act or acts of hazing occurred. The information reported to law enforcement officials shall include all details received by the College relative to the alleged incident, with no information redacted, including the names 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 investigation, processing, and resolution of the incident. The College and student organizations are expected to use the standardized forms in making reports. The College, student organization, or individual that fails to comply with the provisions of reporting may be subject to criminal penalties as outlined in Act 635 of the 2018 Louisiana Legislative Session and Act 382 of the 2019 Louisiana Legislative Session.

College Response to Allegations of Hazing: Any allegations of hazing reported to the College will be thoroughly investigated. If the investigation yields evidence of hazing, the College will then take appropriate disciplinary action(s) against all individuals and/or organizations deemed responsible for the hazing.

Expectations for Violations: 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 (1) semester. In addition, there will be a suspension of activities for a minimum of one (1) 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 of the 2018 Louisiana Legislative Session and Act 382 of the 2019 Louisiana Legislative Session.

Publication and Dissemination: College policies on hazing shall be published on college and student organization websites and included in all Student Handbooks and Student Code of Conduct.

Prevention and Education Programs: BRCC shall implement the following measures to prevent and address hazing effective spring 2020, unless otherwise noted:

- A. 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.
- B. In addition to the requirement of providing educational information in the form of a handbook, beginning in the fall semester of 2020, 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.
- C. Each organization as defined above in this policy and in R.S. 17:1801.1 shall provide annually at least **two hours** (effective fall semester of 2025) of hazing prevention education to all members (as required by Act 174 of 2025), 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.
- D. 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.

Duty to Seek Assistance: 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. Failure to seek assistance in violation of R.S. 14:502. may include criminal penalties.

Authority of Campus Police: For the purposes of R.S. 14:40.8, Baton Rouge Community College campus police officers have the right to carry concealed weapons and to exercise the power of arrest when discharging their duties for alleged acts of hazing committed by members of a student organization that is organized and operating at the College for which a campus police officer is commissioned, regardless of the location where the alleged acts occurred. A college police officer has the authority to discharge his or her duties off campus when investigating a crime of criminal hazing committed off campus by members of an organization that is organized and operating at the College.

Inclusion of Hazing Incidents in the Jeanne Clery Campus Security Act Annual Security Reports

Annual Security Reports (ASRs) shall include the following:

- A. Statistics for hazing incidents that occurred on or after January 1, 2025;

- B. Each separate hazing incident that was reported to campus security authorities or local police agencies; and
- C. A compilation of hazing incidents as a single hazing incident if the same person or persons commit more than one hazing act, and the time and place intervals separating each act are insignificant.

The Campus Hazing Transparency Report

An institution is not required to develop the Campus Hazing Transparency Report until the institution has a finding of a hazing violation. An institution is also not required to update the Campus Hazing Transparency Report for any period where there was no finding of a hazing violation for that period.

The Report shall:

- A. Summarize findings concerning any student organization established or recognized by the institution that is found to have violated this hazing policy;
- B. Include information with respect to hazing incidents that occur on or after July 1, 2025;
- C. Be publicly available on each institution's website in a prominent location with:
 - i. a statement notifying the public of the availability of annual hazing statistics;
 - ii. information about the institution's policies relating to hazing; and
 - iii. the 5 most recent calendar years of reports.
- D. Be updated and posted to institutional websites on a semi-annual basis;
- E. Not include any personally identifiable information (PII) according to FERPA;
- F. Include the following information:
 - i. The name of the student organization;
 - ii. A general description of the violation that resulted in a finding of responsibility;
 - iii. Whether the violation involved the abuse or illegal use of alcohol or drugs;
 - iv. The findings of the institution;
 - v. The dates on which the incident was alleged to have occurred;
 - vi. The dates the investigation into the incident was initiated;
 - vii. The dates the investigation ended with a finding that a hazing violation occurred;
 - viii. The dates the institution provided notice to the student organization that the incident resulted in a hazing violation; and
 - ix. Any additional information determined by the institution to be necessary or required by State Law.

VII. POLICY RELATED INFORMATION

[H.R.5646 "The Stop Campus Hazing Act"](#)

[Louisiana Revised Statutes 17:1801](#)

[Louisiana Revised Statutes 17:1801.1](#)

[Louisiana Revised Statutes 14:40.8](#)

[Louisiana Revised Statutes 14.502](#)

[Board of Regents Uniform Policy on Hazing Prevention](#)

[LCTCS Policy # 2.003: Campus Safety and Hazing](#)

[LCTCS Policy # 9.001: Power-Based Violence/Sexual Misconduct](#)

[Act No. 635, 2018 Louisiana Session](#)

[Act No. 382, 2019 Louisiana Session](#)

[BRCC Student Code of Conduct](#)

[Act No. 174, 2025 Louisiana Session](#)

VIII. POLICY EXCEPTION

There are no exceptions to this policy.

IX. POLICY HISTORY AND REVIEW CYCLE

This policy will supersede its previous policy. This policy is to be reviewed and revised, as needed, within three years of the effective date.

X. POLICY URL

This policy may be accessed on the BRCC website at – www.mybrcc.edu.

XI. POLICY APPROVAL - SIGNATURE, NAME, TITLE, AND DATE OF OFFICIAL



Willie E. Smith, Sr., Ed.D.
Chancellor

06/27/2025

Date
Effective Date of Policy