Hazing Prevention Policy

I. Introduction

Arkansas Tech University is dedicated to promoting a safe and healthy campus environment for students, faculty, staff, and visitors. Hazing activities are counterproductive to this effort. Therefore, Arkansas Tech University has a zero tolerance policy for the practice of hazing activities by any member of the university community.

Members of the university community involved in, encouraging, aiding, and/or assisting in hazing or hazing related activities are subject to disciplinary action and reporting of involvement to local police. Failure to report known hazing incidents to a university official or to local police may result in disciplinary action.

This policy applies to faculty, staff, students, Registered Student Organizations, official university groups, alumni, visitors, vendors, and invitees on campus.

II. Definitions

1. Hazing can generally be defined as any action or situation created by a member of the university community against another member of the university community that is negligent or reckless in nature, humiliating, degrading, endangers an individual, or unreasonably interferes with scholastic or employment activities. This action or situation may or may not be initiated for the sole purpose of affiliation or required as a condition or retention of membership into a group or organization. Actions and situations that may constitute hazing could include, but are not limited to, the following:

   - Requiring the consumption of excessive amounts of alcohol or participation in drinking games
   - Forcing others to sing, wear apparel which causes indecent exposure or would not be reasonable, or perform other embarrassing acts in public or private settings
   - Deprivation of sleep or food for an extended period of time or the creation of unnecessary fatigue
   - Compelling someone to engage in or watch sexual acts with others
   - Requiring periods of silence
   - Conducting any type of “hell week” activities
   - Requiring the carrying of items such as manuals, paddles, etc.
   - Requiring calisthenics such as sit-ups, push-ups, etc.
   - Forcing or coercing someone to consume foods, drinks, alcohol, or drugs
   - Completing tasks in order to obtain signatures
   - Phone duty
   - Paddling or striking in any manner
   - Marking or branding
   - Physical and mental harassment, including pushing, cursing, or yelling
   - Staging any form of a “line-up”
   - Preventing or restricting class or other activity attendance
   - Preventing personal hygiene
• Unreasonable exposure to the weather
• Keeping the date of initiation or formal affiliation into the group a secret
• Work parties or clean-up for new members only
• Scavenger or treasure hunts
• Blindfolding
• Personal servitude
• Kidnapping or abandonment
• Expectation of participation in activities that are illegal or in violation of university policy

2. Hazing may occur regardless of the individual’s willingness to participate in the activity or be found present in a situation.

3. Members of the university community include faculty, staff, students, Registered Student Organizations, official university groups, alumni, visitors, vendors, and invitees on campus

4. A Registered Student Organization is defined as individual students and student groups who meet the general requirements and have completed the registration procedures as outlined in the Student Handbook. Official university groups are defined as a number of persons who are associated with the university and each other, but who have not registered, or are not required to register as a Registered Student Organization, i.e. athletic teams, musical or theatrical ensembles, band, choir, cheerleaders, dance team, academic or administrative units, etc.

5. A university official for the purposes of reporting hazing activity includes the following:
   A. Amy N. Pennington, Dean of Students, apennington@atu.edu, 479-968-0407
   B. Jennifer Duncan, Coordinator of Greek Life, jduncan23@atu.edu, 479-964-0828
   C. Aubrey Holt, Director of Campus Life, aholt7@atu.edu, 479-968-0276
   D. Steve Mullins, Athletic Director, smullins@atu.edu, 479-968-0345
   E. Joshua McMillian, Chief of Public Safety, jmcmillian1@atu.edu, 479-968-0222

6. This policy applies to behavior that occurs on the university property. It may also apply to off-campus behavior if the activity is sponsored, conducted, authorized, or recognized by the university, a Registered Student Organization, or an official university group. For additional information regarding when a Registered Student Organization can generally be held responsible for violations of the Student Code of Conduct, please see Article III, Section B, 1 in the Student Handbook.

III. Policy

1. Hazing in any form is prohibited.

2. The following reasons are not valid defenses for hazing activities:
   a. The express or implied consent of the individual was obtained;
   b. The conduct or activity was not part of an official organizational or group event or was not otherwise sanctioned or approved by the organization or group; or
   c. The conduct or activity was not a condition of membership or affiliation with the organization or group.
3. Any faculty, staff, or student of the university community with knowledge or suspicion of hazing is expected to report the activity to university officials or the local police. If there is a threat of immediate danger, call 911. Failure to report hazing activity could result in disciplinary action.

4. Retaliating in any manner against any individual who reports hazing or who participates in a hazing investigation is prohibited.

5. All members of the university community should cooperate in a hazing investigation upon request.

6. Allegations involving sexual harassment or sexual misconduct will also be forwarded to the Office of Affirmative Action for investigation.

7. The university may notify affiliated regional or national offices of Registered Student Organizations or official university groups of hazing allegations or investigations.

8. Responsibility for any violations of this policy may be attributed to the perpetrators, the Registered Student Organization, or the official university group.

IV. Reporting

1. If there is a threat of immediate danger, call 911.

2. Complaints or reports of hazing activities should be reported to a university official or the local police. These university officials include the following:

   A. Amy N. Pennington, Dean of Students, apennington@atu.edu, 479-968-0407
   B. Jennifer Duncan, Coordinator of Greek Life, jduncan23@atu.edu, 479-964-0828
   C. Aubrey Holt, Director of Campus Life, aholt7@atu.edu, 479-968-0276
   D. Steve Mullins, Athletic Director, smullins@atu.edu, 479-968-0245
   E. Joshua McMillian, Chief of Public Safety, jmcmillian1@atu.edu, 479-968-0222

3. Complaints may also be filed online at www.atu.edu/hazing.

4. Failure to report hazing activity could result in disciplinary action.

5. Making an intentionally false accusation of hazing is prohibited.

V. Conduct

1. Violation of this policy may result in disciplinary action under the Student Code of Conduct, Human Resources policies and procedures, or other applicable university regulations or policies. Alumni and visitors refusing to comply may be reported to the Department of Public Safety.

2. Possible sanctions for individuals found responsible for violating this policy range from a warning to expulsion. Potential sanctions for Registered Student Organizations and official University groups range from censure to indefinite dismissal. Faculty and staff found responsible for violating this policy could be terminated from employment.
3. Violations of this policy are subject to referral to appropriate law enforcement as well as to regional and national affiliated offices for action and/or prosecution.

4. Any questions concerning the interpretation or application of this policy should be referred to Amy N. Pennington, Dean of Students.

VI. Arkansas Law, § 6-5-201 and § 6-5-204

Arkansas law prohibits hazing. Guidelines provided in this statute are enforced in this policy.

1. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others which is directed against any other student and done for the purpose of intimidating the student attacked by threatening him or her with social or other ostracism or of submitting such student to ignominy, shame, or disgrace among his or her fellow students, and acts calculated to produce such results;

2. The playing of abusive or truculent tricks on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others, upon another student to frighten or scare him or her;

3. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others which is directed against any other student done for the purpose of humbling the pride, stifling the ambition, or impairing the courage of the student attacked or to discourage him or her from remaining in that school, college, university, or other educational institution, or reasonably to cause him or her to leave the institution rather than submit to such acts; or

4. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim; or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution; or any assault upon any such student made for the purpose of committing any of the acts, or producing any of the results, to such student as defined in this section.

5. The term “hazing” as defined in this section does not include customary athletic events or similar contests or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization.