

LONGWOOD UNIVERSITY



Anti-Hazing Policy

1) New Member Development

Goals and Suggested Activities

Student organizations, clubs, Fraternities/Sororities, athletic teams, etc. are based on one or more common principles: Group Companionship, Scholarship/Academics, Leadership, Athletic Competition, Community Service, and Social Activities. The specific principles the group focuses on will depend on the purpose or goals of the group.

Any new member programs or activities should reflect these elements and have a balance of activities that will enhance and further develop the newest members. An even distribution of these components should be interwoven throughout the program. For example, Fraternities/Sororities might incorporate 25% companionship, 25% scholarship, 25% leadership and 25% social activities. An athletic club or team might incorporate 50% athletic competition, 25% group companionship, and 25% scholarship.

Suggested activities include:

- Campus or community service
- Ropes course activities
- Attendance at campus activities or events
- Participation in intramurals
- Leadership training
- Academic study halls
- National Organization or NCAA required educational programs or events
- Fundraisers
- Badge/Pin/Letter/Jersey days
- Healthy physical activities or NCAA recognized practice
- Balanced food consumption or diet
- Wearing of semi-casual or business attire
- Group retreat or overnight of reasonable length
- Other inclusive group activities with a constructive purpose.

The following offices can serve as resources for developing and scheduling activities:

Athletics	2057	Leadership and New Student Programs	2414
Assistant Dean for Student Affairs	2487	Student Union and Involvement	2103
Campus Recreation	2356	Student Health and Wellness	2102
Career Center	2063		
Fraternity and Sorority Life	2118		

Requirements

All new member activities must 1) include both current and new members; 2) have a constructive purpose related to the group's goals; 3) follow University, and national organization/NCAA policies; 4) be designed to develop one or more of the common principles listed above; and 5) be completed by the tenth week of classes.

When designing new member activities, the group members must ask themselves if their activities and behaviors could be **publicly justified** to University officials, Faculty Advisors, Coaches, parents, and legal authorities. Groups which are not certain if their activities meet these standards should consult with their advisors and the Office of Student Affairs for help in designing new member activities.

2) Definition of Hazing

Longwood University is committed to the belief that abusive behavior, harassment and assault does not build character, does not build leadership skills, and does not foster group loyalty or unity. Hazing is an abuse of power and relationships, and its purpose is to demean others.

Hazing is defined as any action taken or situation created intentionally, whether on or off Longwood property, by either fraternity/sorority organizations, student clubs/organizations, athletic teams, individual students or student groups, to produce mental or physical discomfort, endangerment of life, embarrassment, harassment, intimidation, or ridicule. Willingness to engage in any hazing activity does not render the Anti-Hazing Policy unenforceable.

Examples include, but are not limited to, the following:

- Personal servitude.
- A “boot camp” mentality.
- Sleep deprivation.
- Altering physical appearance, i.e., head or eyebrow shaving, branding, etc.
- Forced or required consumption of liquids, solids, or combinations, i.e., alcohol, massive quantities of water, spicy or unusual foods, or non-food items.
- Paddling in any form.
- Coerced physical activity that causes fatigue.
- Exposure to inclement weather.
- Confinement in any room or compartment.
- Acts of vandalism or acts that aid and abet vandalism or the destruction of property.
- Physical or psychological shock.
- Publicly wearing apparel and/or partaking in stunts not normally considered to be in good taste.
- Participating in degrading or humiliating games and activities.
- Misuse, theft or destruction of property
- Engaging in behavior that is in violation of Longwood University regulations or state and federal laws.

3) *Enforcement*

I) Hazing is a violation of Conduct Code #4 Hazing or otherwise mistreating so as to cause bodily injury; and/or Conduct Code #15 Violating any aspect of the Anti-Hazing Policy up to but not including acts that induce bodily injury.

According to the Code of Virginia 18.2-56, "It shall be unlawful to haze so as to cause bodily injury, any student at any school, college, or university. Any persons found guilty thereof shall be guilty of a Class 1 Misdemeanor, which carries a minimum of 12 months imprisonment or a \$2,400 fine."

Individuals and/or groups who haze are subject to Campus Disciplinary charges, criminal charges filed by Longwood University and/or injured parties, and civil liability from injured parties.

- a) The organization President, Executive Officers, Captain, and/or person(s) "in charge" will be held individually accountable for ensuring full compliance with the policy.
- b) If an act of hazing is alleged, then the President, Executive Officers, Captain, person(s) "in charge," and student(s) involved will be charged with a violation of the Hazing Policy.
- c) If hazing is confirmed, then the student(s) will be assigned sanctions as outlined in the Student Handbook. The organization or group may also be assigned sanctions that may include but are not limited to educational assignment, loss of privileges, or loss of recognition status.

Student organizations or governance groups may develop additional policies and procedures that are more specific in order to prevent incidents of hazing within their memberships.

II) All student organization officers, current and new members shall sign a statement on the Club/Organization Registration Form each year indicating they have read and understand the Anti-Hazing Policy. New Member statements are due upon acceptance into the club, organization or new member program, but no later than the third week of classes. At the discretion of the University, failure to follow this procedure may result in penalties to the organization that may include but are not limited to loss of Longwood University recognition, privileges, or permission to conduct recruitment/initiation activities.

Student Athletes will follow the procedure outlined in the Longwood University Student Athlete Handbook.

III) All student organizations that have an initiation/new member education process must submit copies of the program and activities to the Office of the Student Union and Involvement prior to recruitment for approval. Upon the completion of recruitment, an evaluation report must also be filed with the Office. At the discretion of the University, failure to follow this procedure may result in penalties to the organization that may include but are not limited to loss of Longwood University recognition, privileges, or permission to conduct recruitment/initiation activities.

4) How to report hazing incidents:

Any student who believes he or she is a victim of hazing is encouraged to report the incident.

Hazing may be reported to:

Assistant Director for Fraternity and Sorority Life	2118
Director, Office of Honor and Judicial Programs	2490
Director, Department of Public Safety	2091
Director and Assistant Directors, Department of Athletics	2057
Hazing Hotline:	2222

Hazing may also be reported to any Student Affairs or Athletic Staff member.