



<b>Title:</b>	Campus Safety & Hazing Policy
<b>Effective Date:</b>	10/01/2025
<b>Last Revision Date:</b>	09/12/2025
<b>Office:</b>	Student Affairs

### **Campus Safety and Hazing Policy**

Northshore Technical Community college (NTCC) is committed to providing a supportive educational environment free from hazing, one that promotes its students' mental and physical well-being, safety, and respect for oneself and others. In accordance with the Board of Regents Uniform Policy on Hazing Prevention, Northshore Technical Community College (NTCC) prohibits hazing and shall 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. NTCC shall take prompt and appropriate action to investigate and effectively discipline those accused of such conduct in a manner consistent with all applicable laws. NTCC shall implement and enforce with full fidelity and consistency the Hazing Laws and this policy.

### **Policy Statement**

In cases of any inconsistency, the statutory provisions shall supersede any such inconsistent provision in this policy.

### **Definitions**

**Hazing** means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate when:

- (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; and
- (ii) The act is committed during an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- (iii) The act causes or creates a risk, above the reasonable risk encountered during 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
  - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
  - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity.



- c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
- d. causing, coercing, or otherwise inducing another person to perform sexual acts.
- e. any activity that places another person in reasonable fear of bodily harm using threatening words or conduct.
- f. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- g. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, or Federal law.

**Student Organization** is an organization, association, corporation, order, society, corps, cooperative, club, society, service group, social group, band, spirit group, student government, 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** is 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 based on actual or perceived membership; pledging is not reserved solely for Greek organizations but, rather, applies to any student organization.

**Appropriate authority** includes:

- (i) Any state or local law enforcement agency.
- (ii) A 911 Public Safety Answering Point as defined in Title 33 of the Louisiana Revised Statutes of 1950.
- (iii) Emergency medical personnel.

**Reckless behavior** is 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** is 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.

### **Policy, Law, and Processes 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 typically be made to the Dean of Students, or through designated online reporting. (Student Incident Report)



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, hazing is now considered a felony. Educational institutions are mandated to implement anti-hazing policies, provide preventive 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 for employees.

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

#### **Consent**

Consent to hazing is not a defense. No one can consent to being hazed.

#### **Prohibition**

No student organization or individual shall employ a program of student initiation/pledge education or social events which includes hazing.

#### **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 Dean of Students.

#### **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, 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 semester. In addition, there will be a 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 and may be subject to criminal penalties.

#### **Publication and Dissemination**

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

#### **Prevention and Education Programs**

Prevention and awareness programs related to hazing include primary prevention strategies intended to stop hazing before hazing occurs, including bystander intervention training, information about ethical leadership,



and the promotion strategies for building group cohesion without hazing. NTCC shall implement the following measures to prevent and address hazing:

- (i) Each new student shall be provided educational information on the dangers of and prohibition on hazing in the form of a student handbook.
- (ii) In addition to the requirement of providing educational information in the form of a handbook, each new student shall be provided educational information on the dangers of and prohibition on hazing electronically.
- (iii) Each organization as defined above in this policy and in R.S. 17:1801.1 shall provide annually at least **two hours** of hazing prevention education to all members and prospective members. 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 receiving such education evidenced by an attestation of the student receiving the education.
- (iv) 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.
- (v) NTCC 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.

#### **Duty to Seek Assistance**

In accordance with Act 637 of 2018, codified at R.S. 14:502, NTCC policy requires 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. Criminal penalties may result in failure to seek assistance in violation of R.S. 14:502.

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

Annual Security Reports (ASRs) shall include the following:

1. Statistics for hazing incidents that occurred on or after January 1, 2025.
2. Each separate hazing incident that was reported to campus security authorities or local police agencies.
3. 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:**

1. Summarize findings concerning any student organization established or recognized by the institution that is found to have violated this hazing policy.



2. Include information with respect to hazing incidents that occur on or after July 1, 2025.
3. Be publicly available on each institution's website in a prominent location with:
  - a. a statement notifying the public of the availability of annual hazing statistics.
  - b. information about the institution's policies relating to hazing.
  - c. The 5 most recent calendar years of reports.
4. Be updated and posted to institutional websites on a semi-annual basis.
5. Not include any personally identifiable information (PII) according to the Family Educational Rights and Privacy Act (FERPA).
6. Include the following information:
  - a. The name of the student organization.
  - b. A general description of the violation that resulted in a finding of responsibility.
  - c. Whether the violation involved the abuse or illegal use of alcohol or drugs.
  - d. The findings of the institution.
  - e. The dates on which the incident was alleged to have occurred.
  - f. The dates the investigation into the incident was initiated.
  - g. The dates the investigation ended with a finding that a hazing violation occurred; and
  - h. The dates the institution provided notice to the student organization that the incident resulted in a hazing violation.
  - i. Any additional information determined by the institution to be necessary or required by State law.

### **Recommended Best Practices**

In addition to the mandatory components of college policies and practices, each college is encouraged to follow best practices for ongoing prevention and awareness campaigns, effective intervention, and response plans.

#### *Review Process:*

<b>X</b>	<b>Reviewing Entity</b>	<b>Review Date</b>	<b>Effective Date</b>
X	Chancellor	09/12/2025	10/23/2018
X	College Leadership Committee	09/12/2025	10/23/2018

#### *Distribution:*

Distributed Electronically via College's Internet 09/24/2025  
All Employee Email Dated 09/24/2025