Title:	Campus Safety & Hazing Policy
Effective Date:	10/01/2025
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Office:	Student Affairs

Campus Safety and Hazing Policy

Introduction

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

Hazing is prohibited in any form, and every LCTC System college shall maintain effective measures for preventing, reporting, investigating, and responding to hazing. NTCC shall ensure that recognized student organizations operate in a manner consistent with Louisiana law and the educational mission of the institution.

Every institution, student organization, advisor, employee, and student has a responsibility to prevent, report, and respond to hazing. Institutions are expected to foster organizational cultures built upon integrity, accountability, and respect rather than coercion or abuse.

All LCTC System colleges shall prohibit hazing and take all reasonable measures to address hazing, including without limitation: adoption of effective policies; promotion of a safe campus culture; education and training; clear communication to campus organizations, students and other stakeholders of laws and policies; and prompt and faithful enforcement thereof. NTCC shall provide a supportive educational environment free from hazing, which promotes its students’ mental and physical well-being, safety and respect for oneself and others by implementing such policies and procedures and through prompt and appropriate action to investigate and effectively discipline those accused of such conduct in a manner consistent with all applicable laws

Scope

This policy applies to all NTCC campuses in accordance with federal and state law, including Act 309 of the 2026 Legislative Session of the Louisiana Legislature, The Stop Campus Hazing Act (SCHA), The Jeanne Clery Campus Safety Act (Clery Act), and other applicable laws. This policy also applies to recognized or affiliated student organizations, organizational advisors, employees, volunteers, and students. LCTC System colleges shall apply this policy to conduct associated with pledging, initiation into, affiliation with, participation in, holding office in, or maintaining membership in any student organization, regardless of whether the conduct occurs on or off campus, whenever the institution has authority under applicable law or institutional policy to address the conduct.

Hazing Prohibition and Disciplinary Actions

General Prohibition

Hazing in any form is strictly prohibited at every LCTC System college. Consent to hazing is not a defense.

No student, student organization, organizational officer, member, new member, alumnus, volunteer, employee, advisor, coach, or any other individual affiliated with an institution or organization shall engage in, encourage, direct, permit, authorize, assist in, condone, or knowingly benefit from hazing.

Institutions shall take prompt, appropriate, and consistent disciplinary action against any individual or recognized or affiliated student organization determined, through applicable institutional disciplinary procedures, to have violated this policy. Sanctions shall be commensurate with the nature and severity of the violation and imposed in accordance with Louisiana law and this policy.

Criminal Liability and Campus Discipline

Individuals who engage in hazing are subject to both institutional discipline and potential criminal liability. Following a determination of responsibility through applicable institutional disciplinary procedures, institutions shall impose sanctions consistent with R.S. 17:1801, including expulsion, suspension, or dismissal from the institution, with a minimum separation from the institution of one academic semester, quarter, or comparable academic period. The imposition of institutional discipline shall not limit or otherwise affect the authority of law enforcement or the courts to pursue criminal penalties under R.S. 14:40.8 and R.S. 14:502.

A student found responsible for hazing shall be subject to disciplinary action, including expulsion, suspension, or dismissal from the institution, and shall not be permitted to return for at least one academic semester, quarter, or comparable academic period, as required by R.S. 17:1801. Recognized or affiliated student organizations found responsible for hazing may be subject to disciplinary action, including suspension, deactivation, loss of institutional recognition, or other sanctions deemed appropriate by the institution.

If a hazing violation by a recognized or affiliated student organization results in the death of an individual, the institution shall permanently banish the organization and prohibit it from re-chartering, re-establishing, or operating under any name, alias, or affiliated organization, as required by Louisiana law.

Failure by an institution to permanently banish a student organization as required by this policy and R.S. 17:1801 shall subject the institution to the statutory penalties established by law, including a two-year prohibition on State Bond Commission approval of debt following notice of noncompliance.

Institutional disciplinary action under this policy is independent of, and in addition to, any criminal investigation or prosecution. Individuals may also be subject to criminal penalties as provided by R.S. 14:40.8 and R.S. 14:502.

Reporting Requirements

Timely reporting of suspected hazing is essential to protecting the health and safety of students, facilitating appropriate institutional action, and ensuring compliance with applicable law. Accordingly, all institutions and recognized student organizations shall comply with the reporting requirements set forth in Act 309, codified in R.S. 17:1801, and other applicable laws.

Organizational Reporting

A recognized or affiliated student organization shall promptly report an alleged hazing incident to both the institution with which it is affiliated and the appropriate law enforcement agency when:

1. The organization has reason to believe that any member, officer, or representative has participated in an incident of hazing; or
2. The organization has taken disciplinary action against one of its members, officers, or representatives for hazing; or
3. The organization, or any of its members, officers, or representatives, has been disciplined by a national, regional, or parent organization for conduct involving hazing.

Failure of an organization to report hazing as required by Louisiana law shall result in disciplinary action by the institution in accordance with institutional policy.

Institutional Reporting Responsibilities

Upon receiving a report or other credible information alleging an incident of hazing, an institution shall:

1. Promptly report the alleged incident to the appropriate law enforcement agency as required by Louisiana law;

2. Include in the information reported all information and details received by the institution relating to the alleged hazing incident, with no information redacted, including the names of all individuals alleged to have committed the act or acts of hazing identified in the report, as required by law; and
3. Document all actions taken in response to the report, including the date the report was received, reports made to law enforcement, investigative actions, interim measures implemented, disciplinary proceedings, sanctions imposed, and the final resolution of the matter.

Institutions may utilize third-party reporting software or other electronic reporting systems to satisfy documentation requirements, provided such systems maintain the information required by law.

Online Reporting

NTCC shall maintain an online reporting system that permits any individual to submit a confidential or anonymous report of suspected hazing. The reporting system shall permit third-party reporting and shall be readily accessible through the institution's website.

False Reports

An individual who knowingly submits a false report of hazing with the intent to deceive or cause harm may be subject to disciplinary action in accordance with institutional policy. This provision shall not discourage or diminish the obligation to report suspected hazing in good faith.

Immunities and Amnesty

An individual acting in good faith who reports or assists in the investigation of a report of an incident of hazing, or who testifies or otherwise participates in a disciplinary process or judicial proceeding arising from a report of such an incident, shall not be subjected to disciplinary action by the institution in which the individual is enrolled or employed for any violation of the institution's code of conduct that is reasonably related to the reported incident, provided that suspension or expulsion from the institution is not a possible sanction for the underlying violation.

The immunity provided under this policy shall not apply to an individual who perpetrates or assists in the perpetration of the reported hazing incident.

Each institution shall maintain an amnesty policy for any student who, in good faith, reports an incident of hazing to the institution. Such students shall not be sanctioned by the institution for a nonviolent violation of the institution's code of conduct, such as underage drinking, which is revealed while making such a report.

Annual Hazing Prevention Education

NTCC shall implement a comprehensive hazing prevention education program designed to increase awareness of the dangers of hazing, encourage reporting, and promote compliance with Louisiana law and this policy. Each

institution and recognized or affiliated student organization shall make available information regarding medical care, reporting options, counseling services, and other institutional or community resources to any student who is an alleged victim of hazing.

Annual Student Education

Beginning with the Fall 2027 academic semester or quarter, and annually thereafter, NTCC shall provide every enrolled student with educational information regarding the dangers of hazing and the institution's prohibition against hazing. Such education may be provided in person, electronically, or through a combination of instructional methods.

New Student Orientation

In addition to the annual education requirement, NTCC shall provide educational information on the dangers of and prohibition against hazing to all incoming students during the new student orientation process.

If a student is a minor, the institution shall provide educational information to the student's parents or legal guardian, consistent with Louisiana law.

Training

Student Organizations

Each institution-recognized organization shall annually complete at least two (2) hours of hazing prevention education and training. Such training may be provided in person, electronically, or through a combination of both and shall be provided to all members, prospective members, and any individual employed by or volunteering with the organization.

Each organization shall annually submit a training completion report to the appropriate office designated by the institution with which it is affiliated identifying all members, employees, and volunteers who received the required education. The report shall include an attestation verifying that the identified individuals have completed the required training.

Failure to comply with the requirements of this Section shall result in the deactivation of the organization's operations on campus until all requirements have been met.

Student Organization Advisors

Everyone designated by the institution or by a recognized student organization to serve as an organizational advisor shall complete a minimum of one (1) hour of hazing prevention education and training annually prior to serving in an advisory capacity.

Advisor training shall include, at a minimum:

1. An overview of applicable hazing laws and institutional policies;
2. Reporting obligations and institutional reporting procedures; and
3. Advisor responsibilities related to the prevention, identification, and reporting of hazing.

Organizational advisors shall submit a training completion report to the appropriate office designated by the institution, evidenced by an attestation verifying completion of the required education.

Institutional Hearing Panels

Everyone serving on an institutional hearing panel or disciplinary body responsible for adjudicating alleged hazing violations shall complete a minimum of one (1) hour of hazing prevention education and training annually prior to serving on the panel.

Hearing panel training shall include, at a minimum:

1. Hazing definitions and indicators;
2. Applicable federal and state laws and institutional policies;
3. Trauma-informed practices;
4. Due process considerations; and
5. Sanctioning standards for hazing violations.

Individuals serving on hearing panels shall submit a training completion report to the institution, evidenced by an attestation verifying completion of the required education.

Public Disclosure and Online Publication

NTCC recognizes that transparency promotes accountability and informed decision-making. Consistent with Louisiana law, NTCC shall maintain a publicly accessible website containing information regarding organizational findings of responsibility for hazing while protecting the privacy rights of individual students.

Public Website

NTCC shall maintain a publicly accessible webpage that discloses findings of responsibility and disciplinary sanctions imposed on recognized or affiliated student organizations for violations of the institution's Hazing Prevention Policy or Student Code of Conduct related to hazing.

At a minimum, for each organization found responsible for a hazing violation, the institution shall publish the following information:

1. The name of the organization;
2. Each specific policy or code provision violated;
3. A brief description of the violation presented in a manner that protects the privacy of individuals involved;
4. The date or academic term during which the violation occurred;
5. The disciplinary sanctions imposed by the institution; and
6. The organization's current disciplinary status.

All information published pursuant to this section shall comply with the Family Educational Rights and Privacy Act (FERPA), applicable state and federal privacy laws, and shall exclude the names and personally identifiable information of individual students.

Publication Requirements

The institution shall update the information required by this Section at least once during each academic semester, no later than April 10 and October 10, and additionally as new violations are adjudicated or sanctions are modified.

Each institution shall establish a retention period for published disciplinary information that is no shorter than the duration of any disciplinary sanction and any associated probationary period.

Annual Reporting

1. Each public postsecondary education management board shall submit an annual systemwide summary of the information required by this section to the Louisiana Board of Regents (BOR) no later than January 30 of each year.

2. The BOR shall annually compile and publish a statewide summary report and submit the report, together with any legislative recommendations, to the appropriate committees of the Louisiana Legislature no later than February 28 of each year.

3. Pursuant to the SCHA, Jeanne Clery Campus Security Act 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;
    c. 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.

4. The Campus Hazing Transparency Report
    a. An institution is not required to develop the Campus Hazing Transparency Report until the institution has a finding of a hazing violation.
    b. 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.
    c. The report shall:
        i. Summarize findings concerning any student organization established or recognized by the institution that is found to have violated this hazing policy;
        ii. Include information with respect to hazing incidents that occur on or after July 1, 2025;
        iii. Be publicly available on each institution's website in a prominent location with:
            1. a statement notifying the public of the availability of annual hazing statistics.
            2. information about the institution's policies relating to hazing.
            3. The 5 most recent calendar years of reports.
            4. Be updated and posted to institutional websites on a semiannual basis;
            5. Not include any personally identifiable information (PII) according to the Family Educational Rights and Privacy Act (FERPA);
            6. Include the following information:
                i. The name of the student organization;
                ii. A general description of the violation that resulted in the 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 of the investigation into the incident was initiated;
                vii. The dates the investigation ended with a finding that a hazing violation occurred; and
                viii. The dates the institution provided notice to the student organization that the incident resulted in a hazing violation;
                ix. Any additional information determined by the institution to be necessary or required by State law.

Effective Date

Each LCTC System college shall be in full compliance with this LCTC System uniform policy no later than October 15, 2026. Each organization shall, as a condition of operating at an institution, adopt this uniform hazing prevention policy and shall provide a copy of the policy, either electronically or in writing, to each member and prospective member prior to initiation, acceptance, or participation in organizational activities.

All policies and processes shall be posted on institutional websites as required by state law. LCTC System shall ensure that its member institutions comply with applicable federal and state laws and regulations with necessary amendments to reflect any changes to federal and state laws and regulations.

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 both of the following apply:

1. 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
2. The act is committed during an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

    a. Hazing includes but is not limited to any of the following acts:
        i. Physical brutality includes, but is not limited to, beating, branding, electric shocking, paddling, placing a harmful substance on the body, striking, or similar activity.
        ii. Physical activity that subjects an individual to an unreasonable risk of harm, adversely affects physical health or safety, or causes severe emotional distress including but not limited to calisthenics, confinement in a small space, exposure to the elements, and sleep deprivation.
        iii. Activity involving the consumption of food, liquid, or any other substance, including but not limited to alcohol or drugs, that subjects the individual to an unreasonable risk of harm, adversely affects physical health or safety, or causes severe emotional distress.
        iv. Activity that induces, causes, or requires an individual to commit a crime or engage in an act that constitutes hazing.
    b. A physical activity that is normal, customary, and necessary for training and participation in an athletic, physical education, military training, or similar program officially sanctioned by the college shall not be considered hazing.

Hearing Panel means a body designated by a college pursuant to its student code of conduct to adjudicate alleged hazing violations, and to determine responsibility and recommend or impose sanctions when suspension or expulsion may be a possible outcome.

Organization means any group whose members are primarily students at, or former students of, a college including but not limited to the following:

1. Association
2. Athletic team
3. Band
4. Club
5. Cooperative
6. Corporation
7. Corps.
8. Fraternity
9. Order

10. Service group
11. Social group
12. Spirit group
13. Society 1
14. Sorority 1
15. Any similar group
16. Any national, regional, or parent organization of which an entity is a sanctioned, recognized, or affiliated member at the time an incident of hazing occurs.

Pledging means any action or activity related to becoming a member of an organization, including recruitment, rushing, and initiation-related activities.

Postsecondary education institution, education institution, institution, and college mean any postsecondary education institution in this state supported wholly or in part by public funds.

Appropriate authority includes:

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

Student Organizational Advisor means an individual who is a faculty or staff member at an institution, or other adult who is designated by an institution or by a student organization, to provide guidance, support, and advice to a student organization relative to conducting the organization's activities, programs, and meetings.

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.

Review Process:

X	Reviewing Entity	Review Date	Effective Date
X	Chancellor	10/01/2026	10/23/2018
X	College Leadership Committee	10/01/2026	10/23/2018

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