



Policy & Procedure No. 2.001  
Nunez Community College

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**Title: Anti-Hazing Policy**

**Effective Date: 2-23-2018**

**Last Revision Date: 8-31-18**

**Cancellation:**

**Department/Office: Student Affairs**

*Anti-Hazing Policy*

**PURPOSE**

The Board of Supervisors of the Louisiana and Community Technical College System (LCTCS) and Elaine P. Nunez Community College are committed to providing a safe academic and social environment for all students. In accordance with Louisiana Revised Statute 17:1801, hazing in any form is prohibited at Nunez.

**SCOPE**

This policy applies to all employees and students.

**POLICY**

**Definition of Hazing:** Any action taken or situation created, whether on or off college property, which has a potential for causing physical injuries or mental anguish to the individual. Hazing may include but is not limited to the following activities when these activities are life threatening or are intended to hurt or physically or mentally humiliate the individual:

- Physical abuse such as kidnapping, paddling, slapping, branding, burning;
- Physical exercise, such as scavenger hunts, road trips, or any activity resulting in excessive fatigue, physical or psychological shock;



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- Wearing apparel, costumes, or makeup which is uncomfortable to the individual or, if worn publicly, is conspicuous; is demeaning to the individual, the observer, ethnic groups, differently-abled individuals, the LGBTQ spectrum, or religious/spiritual observers; or is not normally in good taste;
- Engaging in public stunts, hair cutting, morally degrading or humiliating games or activities, giving of food or drink (alcoholic or non-alcoholic) which is distasteful or designed to provoke nausea or inebriation;
- Any form of verbal harassment, any action or situation which subjugates an individual to a condition where he/she might tend to lose self-respect or suffer injury to personal or religious values;
- Any activities that interfere with the student's scholastic responsibilities; and the use of obscenities and vulgarities in dress, language, or action.

**Duty to Report:** No student organization or individual shall employ a program of student initiation/pledge education or social events that includes hazing. It is the duty of all student organization members and any faculty or staff member to report immediately any violation of this policy to the Vice Chancellor for Student Affairs for student violations and the Director of Human Resources for employee violations. Any violation of this policy shall be investigated and appropriate disciplinary action taken.

**Expectations for Violations:** 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 (page 40 of 2017-18 college catalog) and/or employee judicial process.

**Education, Awareness, and Prevention Training:** Nunez provides education, awareness, and prevention activities for hazing that include but are not limited to the following:

- Awareness seminars with organization advisors and student organization members
- Inclusion in new faculty/staff orientation.
- Inclusion in new student orientation.
- Policy posting on Canvas & college website for students and employees.
- Awareness seminars with athletic coaching staff and student-athletes.



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*Review Process:*

<b>X</b>	<b>Reviewing Council/Entity</b>	<b>Review Date</b>	<b>Effective Date</b>
X	Vice-Chancellor Student Affairs	6-25-18	2-23-18
X	NCC Compliance Committee	8-27-18	2-23-18
X	Chancellor's Council	8-28-18	2-23-18

*Policy Referenced:* **LCTCS Policy 2.003**

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***Chancellor's Signature/Approval***

SIGNATURE: \_\_\_\_\_  
Tina M. Tinney, Ed.D.  
Chancellor

DATE: 10/20/2018