

JACKSONVILLE STATE UNIVERSITY
Manual of Policies and Procedures

POLICY NO.: III.22

DATE: June 2025

REVIEW/REVISION DATES: TBD

SUBJECT: Jacksonville State University Hazing Policy

APPROVED: Dr. Don C. Killingsworth, Jr., President

PURPOSE

In alignment with Jacksonville State University's (JSU or University) mission, the University is committed to preparing students to be competent, ethical professionals and engaged, responsible, global citizens. Hazing is antithetical to these values and poses a serious threat to the well-being of our students. Therefore, JSU prohibits hazing in any form and is dedicated to preventing it within our campus community.

POLICY

I. Hazing will not be tolerated at JSU.

- a. JSU student organizations and individual students are prohibited from hazing.
 - i. A student organization is defined as "an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution"
- b. Hazing is prohibited in any form, both on campus and off campus.

II. Definition of Hazing

- a. "Hazing" is defined as "any non-accidental, costly aspect(s) of group induction activities that: (a) do not appear to be group-relevant assessments/preparations, and/or (b) are excessive, dangerous, or degrading in their application or constitute violations of local, state or federal law or any other University policy regardless of the consent of the participants.

Group induction activities are those tasks formally or informally required to obtain or maintain membership and/or participatory legitimacy for new, prospective, or current members and/or to attain progressive membership status and/or leadership positions within the organization” (Adapted from Cimino, 2017).

- b. For the purposes of this regulation, hazing includes observation of hazing activities by individuals in a position to intervene, but who fail to intervene, either directly or indirectly. This includes organizational officers or leaders who are aware of planned hazing activities and who condone and/or fail to prevent the hazing from occurring, regardless of their own participation. Indirect intervention may include actions such as calling the police or reporting to a person of authority to stop the hazing activities.
- c. [Code of Alabama 16.1.23 - Hazing Prohibited; Penalty.](#)

III. Reporting Hazing

- a. Allegations of Hazing – Any person having knowledge of any activity or conduct which may constitute hazing must report their concerns to the Dean of Students Office, Office of Community Standards, University Police Department, or by submitting a report online ([Hazing Reporting Form](#)).
- b. Self-Reporting of Incidents - Student organization/team members and officers/captains must immediately report any hazing incidents that occur within their organization to the Dean of Students Office, providing a detailed description of the events that have transpired, the names of any individuals involved, and a description of any actions taken by the organization. Upon receiving the report, the Dean of Students Office will refer the report to the Office of Community Standards for investigation. The Office of Community Standards will investigate as described in this regulation, and the organization president and advisor/coach will be notified. The investigation and adjudication will proceed related to the regulation violations by the individual(s) implicated in the report, unless evidence discovered in the investigation proves the incident to have been sanctioned by the organization. If the incident appears to have been sanctioned by the organization, a follow-up investigation into the organization’s role may be undertaken. If the student organization is affiliated with a national organization, the national headquarters will be notified, and the University may conduct a joint investigation with the national headquarters’ staff.

IV. Investigation of Allegations and Charges

Upon receiving a report of alleged hazing, the Assistant Director of Community Standards/Designee will investigate the case along with another investigator. As part of the investigation, the University will:

- a. Make contact (if possible) with the individual(s) bringing forward the allegations of hazing;
- b. Make contact with the individual(s) alleged to have perpetrated the hazing. If the conduct is organizational in nature, the investigator will contact the advisor and president of the organization under investigation;
- c. Conduct interviews with all parties, including victims, the accused student(s), and any witnesses. The Assistant Director of Community Standards may, at his/her discretion, implement interim action(s) (as described in the Student Code of Conduct) at any point during the investigation;
- d. The investigators may, at their discretion, require students, or a select group of students (i.e. all new members of an organization) to participate in an investigatory meeting at a pre-determined time and location and may exercise discretion regarding the communication to students during the investigation process, including but not limited to restriction on the use of any electronic devices during the investigation process.
- e. The investigators may, at their discretion, require students to undergo a physical examination by a campus health center staff member, particularly when allegations of physical abuse are part of a hazing investigation. The results of these physical examinations will be protected by applicable health privacy laws, but a summary of any physical signs of hazing (i.e., bruises, burns, etc.) will be provided to the investigator by the medical professional conducting the examinations.
- f. The investigators will compile a written investigative report, and the Assistant Director of Community Standards will determine if charges are warranted. If charges are warranted, the Office of Community Standards will charge the individual student(s), the involved student group(s), and/or the President or other responsible officers of the involved student group(s) or any other complicit bystanders in accordance with the Student Code of Conduct.

V. Adjudication

Adjudication shall be conducted pursuant to the Code of Student Organization Conduct and/or the Code of Student Conduct.

VI. Individual and Organization Responsibility

The University will, on a case-by-case basis, determine whether any violations of this policy are individual or organizational in nature. In determining whether or not a violation is organizational in nature, the University will consider the following:

- a. How many members were present when the alleged violation occurred or had specific knowledge of the alleged violation?
- b. What knowledge did the appropriate organization's officers and/or advisors have of the alleged violation?
- c. What action did the appropriate organization's officers and/or advisors take in addressing/preventing the alleged violation?
- d. Were the organization's members acting in concert, or did the individual's membership in the organization serve as an impetus for the alleged violation?
- e. Did the violation arise out of an event that was sponsored, financed, or endorsed by the organization?
- f. Is there a pattern of individual violations that have occurred without proper action by the organization?

VII. Appeals

Appeals of any finding may be filed pursuant to the Code of Student Organization Conduct and/or the Code of Student Conduct.

VIII. Amnesty

Students who make a hazing complaint in good faith, or victims of hazing who participate in an investigation, will not be charged with other University policy violations that are brought to light in the course of the investigation that arose out of, or were committed as a direct result of, the hazing incident(s) under investigation (i.e. students forced to consume alcohol as part of a hazing incident will not be charged with violations of the University's alcohol policy). The University reserves the right to follow up with those students related to those issues as appropriate in a non-disciplinary setting.

IX. Sanctions

- a. Sanctions for violations of this regulation shall be administered by the Office of Community Standards.
- b. Student groups subject to University jurisdiction and individual students found responsible for violations of this regulation shall be sanctioned in accordance with the Student Code of Conduct. For student groups, sanctions may include, but are not limited to, revocation of registration or denial of application for registration, loss of University privileges such as the ability to host social events, to formally meet on campus and to use campus facilities, or to represent the University, and, in the case of fraternities and sororities, the right to be recognized or operate at the University.
- c. Sanctions imposed by the University for violations of this regulation may be in addition to any penalty imposed for violation of the criminal laws of the State of Alabama and for violation of any other University regulations or policies.
- d. For groups that are formally associated with the University (i.e. varsity athletic teams, performing arts groups such as marching bands, or any other groups supported or sponsored by the University that are not required to register as student organizations), sanctioning for violations of this policy shall be determined by the Vice President of the administrative unit that sponsors/supports the group in consultation with the Assistant Director for Community Standards/Designee.

X. Retaliation

It is a violation of this policy to retaliate or take adverse action towards any person for reporting an alleged violation of this policy or for cooperating with a University investigation related to this policy. Retaliation includes, but is not limited to, verbal or implied threats, physical or psychological abuse, intimidation, harassment (verbal or written), isolation, or any other action intended to create a hostile environment for the intended target of the retaliation.

XI. Prevention

JSU employs evidence-informed practices to prevent hazing within student organizations. Such practices are listed below:

- Online education modules through Vector Solutions are available to faculty, staff, and students
- In-person workshops for student organizations
- Training for organization advisors
- Bystander intervention workshops
- Leadership programs with a hazing prevention focus
 - [Alternate activities](#)
- Hazing prevention speakers
- Amnesty policies
- Observance of National Hazing Prevention Week

RESPONSIBILITY

The Associate Vice President for Student Affairs and Dean of Students is responsible for this policy.

EVALUATION

This policy will be reviewed at least every five (5) years by the Vice President for Student Affairs and Enrollment Management and the Associate Vice President for Student Affairs & Dean of Students.