



# Anti-Hazing Policy

## I. Introduction

Participation in student clubs, organizations, and campus groups at Albany State University is an essential component of a well-rounded college experience. Meaningful involvement in these co-curricular activities fosters personal growth and helps students develop valuable skills in leadership, self-governance, decision-making, and strategic planning. These groups are expected to promote educational enrichment, personal development, and positive social engagement.

Hazing is a harmful and unacceptable practice that directly contradicts these values and violates both state and federal laws. Albany State University unequivocally prohibits any form of hazing. This practice undermines the mission of the institution and poses serious risks to the health, safety, and well-being of our students. Under Georgia law, individuals or groups found to be participating in, facilitating, or knowingly allowing hazing may face criminal charges, fines, and university disciplinary action.

Hazing includes, but is not limited to, any action taken or situation created—whether on or off campus—that recklessly or intentionally endangers the mental or physical health of a student. This includes encouraging, aiding, or failing to report hazing. Consent to participate in hazing does not exempt anyone from accountability under the law or university policy.

All members of the Albany State University community—students, organization leaders, advisors, and participants alike—are collectively responsible for maintaining a safe and respectful campus environment. Every individual involved in student clubs, organizations, or groups must be aware of and comply with the university's anti-hazing policy. This information must be communicated clearly and consistently within each group. Failure to understand or acknowledge this policy does not excuse misconduct and will not exempt anyone from university disciplinary action, civil penalties, or criminal charges.

## II. Purpose

Albany State University (ASU) is committed to fostering a safe, respectful, and inclusive environment free from hazing. This policy outlines the institution's comprehensive approach to preventing, prohibiting, reporting, investigating, and adjudicating hazing allegations. It aims to protect the rights of all individuals involved while promoting compliance with **state and federal law**, specifically the **Max Gruver Act** (O.C.G.A. § 16-5-61) and the **Stop Campus Hazing Act**.

## III. Scope

This policy applies to all students, prospective students, faculty, staff, and affiliated school organizations within Albany State University.

## IV. Definitions:

- A. **“Haze or “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, that—

- i. is committed in the course of an initiation into, an affiliation or connection with, the maintenance of membership in, or any other condition or precondition connected to a student organization or school organization; and
- ii. causes or creates a risk, above the reasonable risk encountered in the course of participation in institution or organization activities (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 through the use of 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, tribal, or federal law.

**B. School / student organization** means an organization (such as a club, society, association, corporation, order, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, student government, or group living together) in which two or more of the members are enrolled students or alumni, including local affiliate organizations, whether or not the organization is established or recognized by the institution.

## **V. Prohibited Conduct**

It shall be **unlawful for any person to haze any student** in connection with or as a condition or precondition of gaining acceptance, membership, office, or other status in a school organization.

## **VI. Reporting Hazing Allegations**

Any individual who witnesses or experiences hazing **must** report the incident as soon as possible.

### **Options for Reporting:**

- Complaints of hazing may be reported online at [Incident Reporting Form](#) to the Officer of Student Support and Student Conduct and should include as much information as possible, such as: (1) the type of misconduct alleged; (2) the name and contact information of the individual(s) accused of misconduct; (3) the date(s), time(s), and place(s) of the misconduct; (4) the name(s) and contact information of any individual(s) with knowledge of the incident; (5) whether any tangible evidence has been preserved; and (6) whether a criminal complaint has been made.

Information from complaints may be shared as necessary to investigate and to resolve the alleged misconduct. Complaints shall be investigated and resolved as outlined below. The need to issue a broader warning to the community in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") shall be assessed in compliance with federal law.

Where appropriate, Complainants may file a law enforcement report as well as an institutional report, but are not required to file both.

- Anonymously through the [Ethics and Compliance Reporting Hotline](#).
- Anonymously through the [LiveSafe App](#) or by contacting **campus police at 229-430-4711**.
- By contacting **Greek Life and Community Engagement at 229-500-3531**.
- By contacting the **Title IX Office at 229-500-3302**.
- By contacting **Athletics Department at (229) 500-2863**.
- **Confidential Reporting:** Where a Complainant (where applicable) requests that their identity be withheld or the allegation(s) not be investigated, the institution shall consider whether or not such request(s) can be honored while still promoting a safe and nondiscriminatory environment for the institution and conducting an effective review of the allegations. The institution cannot guarantee confidentiality even if the request is initially grant. **Requests for confidentiality shall not prevent the institution from investigating and reporting information or sharing statistical data as required by law, including the Clery Act.**

#### IV. Process for Investigation and Resolving Disputed Reports

ASU is committed to conducting thorough investigations of hazing allegations while ensuring due process rights for all parties involved. Investigations will be handled promptly, confidentially, and with sensitivity. All student investigations will follow the standards for Institutional Student Conduct Investigations and Disciplinary Proceeds as codified at [BOR 4.6.5](#)

#### V. Penalties and Sanctions

##### **Possible University Sanctions:**

In determining the severity of sanctions or corrective actions the following should be considered: the frequency, severity, and/or nature of the offense; history of past conduct; an offender's willingness to accept responsibility; previous institutional response to similar conduct; strength of the evidence; and the wellbeing of the university community. The institution will determine sanctions for the organization and/or individuals and issue notice of the same, as outlined in [BOR 4.6.5](#).

The broad range of sanctions includes: expulsion; suspension for an identified time frame or until satisfaction of certain conditions or both; temporary or permanent separation of the parties (e.g., change in classes, reassignment of residence, no contact orders, limiting geography of where parties can go on campus) with additional sanctions for violating no-contact orders; required participation in sensitivity training/awareness education programs; required participation in alcohol and other drug awareness and abuse prevention programs; counseling or mentoring; volunteering/community service; loss of institutional privileges; delays in obtaining administrative services and benefits from the institution (e.g., holding transcripts, delaying registration, graduation, diplomas); additional academic requirements relating to scholarly work or research; financial restitution; or any other discretionary sanctions directly related to the violation or conduct.

**Individual Violations (Max Gruver Act):** Any person who violates Code Section OCGA 16-5-61 shall be guilty of a **misdemeanor of a high and aggravated nature**. Hazing is classified as a misdemeanor in Georgia, but if it results in serious bodily injury or death, it can be charged as a felony. Those found guilty may face legal consequences, including **fines and imprisonment**, depending on the severity of the offense and the resulting harm.

**Organizational Responsibility:** The law also holds organizations accountable and can impose penalties on the organization involved in hazing. ASU will apply appropriate disciplinary sanctions for individuals and school organizations found responsible for hazing violations, which may include suspension or expulsion.

## VII. **Prevention and Awareness Programs (Stop Campus Hazing Act Compliance)**

As required by the Stop Campus Hazing Act, ASU will implement trainings and workshops that address **hazing prevention and awareness programs**. These programs will aim to educate students and school organizations about the dangers and consequences of hazing, promote safe campus environments, and encourage reporting.

Faculty and Staff will receive annual updates during mandatory university wide trainings held in August each year. Students and faculty and staff serving as advisors to student organization

## VIII. **Public Disclosure and Transparency**

ASU is committed to transparency regarding hazing incidents, in compliance with both state and federal requirements.

### **Mandatory Disclosure (Max Gruver Act):**

- **Public disclosure of administrative adjudications of hazing or hazing-related convictions** will occur **within 15 calendar days** of final adjudication or public notice of criminal conviction.
- This public disclosure will be **posted prominently on the school's website for a period of not less than five years** after final adjudication or conviction. ASU shall provide for **mandatory reports of hazing-related violations** at the institution on the ASU website on the [Student Affairs Hazing Disclosure](#) and [Campus Safety](#) pages.

Minimum information for disclosure will include:

- The name of any school organization involved.
- The date or dates on which the hazing occurred.
- A description of the specific hazing related findings, sanctions, adjudications, and convictions for any person or school organization.
- Public disclosure will **not include the personal identifying information of any individual student** and shall be subject to the requirements of the Family Education Rights and Privacy Act (FERPA), 20 USC 1232g.

### **Campus Hazing Transparency Report (Stop Campus Hazing Act):**

- ASU will compile and publish on a prominent location of its public website a **Campus Hazing Transparency Report** that summarizes findings concerning any student organization found to be in violation of the institution's standards of conduct related to hazing. ASU shall the transparency report on the ASU website on the [Student Affairs Hazing Disclosure](#) and [Campus Safety](#) pages.

This report will include:

- The name of the student organization.

- A general description of the violation that resulted in a finding of responsibility.
- Related dates (the date of the alleged incident, the date of the initiation of the investigation, the date the investigation ended with a finding, and the date the institution provided notice to the organization of the finding).
- The Campus Hazing Transparency Report must be **updated at least two times a year**.

#### **Hazing Statistics in Annual Security Reports (Stop Campus Hazing Act):**

- ASU will include **statistics for hazing incidents that were reported to campus security authorities or local law enforcement** in its annual [Clery Act](#) security reports.

#### **VIII. Implementation Timeline (Stop Campus Hazing Act)**

ASU will adhere to the following federal implementation timeline:

- **January 1, 2025:** Begin collecting hazing statistics to include in the annual security report.
- **June 23, 2025:** Hazing policies (including prevention and awareness) implemented.
- **July 1, 2025:** A process for documenting violations of the institution's standards of conduct relating to hazing established.
- **December 23, 2025:** The Campus Hazing Transparency Report, which includes violations documented from July 2025, will be publicly available and updated annually.
- **October 1, 2026:** Hazing statistics will first be included in the 2026 annual security report (reflecting 2025 statistics).

#### **IX. Policy Review and Updates**

This policy will be regularly reviewed and updated as necessary to enhance effectiveness and ensure ongoing compliance with all applicable state and federal laws and regulations.

#### **X. Exceptions**

None unless otherwise officially directed.

#### **XI. Applicability**

ASU Students

ASU Faculty and Staff

Non-Members of the ASU Community

#### **XII. Accountability**

Albany State University Office of Human Resources

Albany State University Police Department

Division of Student Affairs

#### **XIII. Contacts**

Albany State University Chief Legal Affairs Officer

#### **XIV. References**

[Stop Campus Hazing Act](#)

[Max Gruver Act](#)

[BOR 4.6.5](#)

#### **XV. Last Update**

June 2025