



Anti-Hazing & Prevention Policy

Effective July 1, 2025

Responsible Department: Student Involvement Office

Introduction

Spring Hill College is committed to the holistic development of its students, guided by the Jesuit value of cura personalis. This principle calls us to foster an environment where every student is respected, supported, and challenged to grow intellectually, emotionally, socially, and spiritually. As part of this mission, the College strictly prohibits hazing in any form and is dedicated to prevention, education, and accountability in alignment with both federal and state law.

Purpose of Policy

This policy is to prevent and address any incidents of hazing as defined in federal law, Alabama state law and this Policy.

Spring Hill College (“SHC or “Spring Hill”) prohibits all acts of hazing, as defined by federal law, Alabama state law, and/or by this Policy.

Hazing will not be tolerated, and severe action will be taken by the College against any student or organization found in violation of this policy, up to and including indefinite revocation of charter for the organization and suspension or dismissal for the students involved.

Prohibitions Against Hazing

SHC prohibits hazing in all forms, in accordance with federal and Alabama state law and this Policy.

Federal Law

The Federal Stop Campus Hazing Act (2024), defines hazing, as:

- 1) intentional, knowing, or reckless act;
- 2) committed by a person (whether individually or in concert with other persons)
- 3) against another person or persons regardless of the willingness of such other person or persons to participate;
- 4) That is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- 5) Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education the organization (such as the physical

preparation necessary for participation in an athletic team), of physical or psychological injury.

- 6) Examples of hazing include but are not limited to the following:
- 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, beverage, 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 crime; and
 - g) Any activity that induces, causes, or requires another person to perform a duty or task that is a crime.
 - h) Branding; exposure to the weather; any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of a person, or which subjects a person to extreme mental stress.

Alabama Law

The Alabama Anti-Hazing law, Alabama Code § 16-1-23, prohibits hazing as follows:

(a) Hazing is defined as follows:

(1) Any willful action taken or situation created, whether on or off any school, college, university, or other educational premises, which recklessly or intentionally endangers the mental or physical health of any student, or

(2) Any willful act on or off any school, college, university, or other educational premises by any person alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim, or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution or any assault upon any such students made for the purpose of committing any of the acts, or producing any of the results to such student as defined in this section.

(3) The term hazing as defined in this section does not include customary athletic events or similar contests or competitions, and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization. The term hazing does not include corporal punishment administered by officials or employees of public schools when in accordance with policies adopted by local boards of education.

(b) No person shall engage in what is commonly known and recognized as hazing, or encourage, aid, or assist any other person thus offending.

(c) No person shall knowingly permit, encourage, aid, or assist any person in committing the offense of hazing, or willfully acquiesce in the commission of such offense, or fail to report promptly his knowledge or any reasonable information within his knowledge of the presence and practice of hazing in this state to the chief executive officer of the appropriate school, college, university, or other educational institution in this state. Any act of omission or commission shall be deemed hazing under the provisions of this section.

(d) Any person who shall commit the offense of hazing shall be guilty of a Class C misdemeanor as defined by Title 13A.

(e) Any person who participates in the hazing of another, or any organization associated with a school, college, university, or other educational institution in this state which knowingly permits hazing to be conducted by its members or by others subject to its direction or control, shall forfeit any entitlement to public funds, scholarships, or awards which are enjoyed by him or by it and shall be deprived of any sanction or approval granted by the school, college, university, or other educational institution.

(f) Nothing in this section shall be construed as in any manner affecting or repealing any law of this state respecting homicide, or murder, manslaughter, assault with intent to murder, or aggravated assault.

Spring Hill College Policy

In addition to hazing as defined by federal and state law, Spring Hill College further prohibits the following types of hazing:

- 1) Activities that violate the policies and rules of recognized student organizations and athletic teams, Spring Hill College, city, county, state or federal law, and/or national Greek-letter governing bodies and conferences;
- 2) Harmful actions inconsistent with Fraternity and Sorority Life organization ritual or founding principles;
- 3) Imposition of a personal or menial task of any kind as a condition of membership, or continued membership, in any organization; provided, however, that this prohibition does not include academic success requirements, or philanthropic, community service or regular meeting requirements that are applicable to the full membership of the organization unless the requirement falls within another definition of hazing in this Policy;
- 4) Any action, or placement of a person in a situation, which is mentally, physically or morally degrading or which interferes with another person's scholastic activities;
- 5) Any action which willfully causes the destruction or removal of public or private property as a condition of membership, or continued membership in any organization.

The definitions and examples of hazing declared in this Policy do not include otherwise lawful requirements to comply with federal or state law or academic or student conduct rules of the College.

Warning Signs of Hazing

For warning signs of hazing, look for key indicators, ask questions, and err on the side of reporting. (See Sec. IV. Reporting).

- Sudden change in behavior or attitude after joining the organization or team
- Wanting to leave the organization or team with no real explanation
- Sudden decrease in communication with friends and family
- Physical or psychological exhaustion
- Unexplained weight loss
- Unexplained injuries or illness
- Change in sleeping or eating habits
- Withdrawal from normal activities
- Expressed feeling of sadness or feeling of worthlessness
- Increase in secrecy and unwillingness to share details

Procedures for Reporting Hazing Conduct

All members of the College community are required to report: knowledge that a student is being hazed; a direction of the member of the College community to engage in an act of hazing; or that a hazing occurrence has or is likely to occur.

If the hazing is life threatening, dangerous, violent, or otherwise poses risk of harm, immediately Contact Spring Hill College Department of Public Safety at 850.280.4444, or call 911 or local law enforcement if off campus. After reporting emergency hazing incidents to local law enforcement, also report hazing incidents to Spring Hill College Department of Public Safety or the Student Involvement Office.

A member of the College Community may report non-emergency hazing by filing an incident report with the Student Involvement Office or the Department of Public Safety.

Notice to the College

Spring Hill College may receive notice of an allegation or potential violation of this or other related policies in a number of ways, including, but not limited to:

- The filing of an incident report with the appropriate Spring Hill College department or official, including self-reporting.
- Any Responsible Employee is made aware of any potential violation of this or other related policies.
- Any Responsible Employee observes any potential violation of this or other related policies.

- Any Responsible Employee is aware of a Registered Student Organization (RSO)'s climate or culture that may indicate a probability of violations of this or any other related policies.

A Responsible Employee is an employee of the College who is obligated by policy to share knowledge, notice, and/or reports of hazing conduct.

Self-Reporting of Individual Misconduct and Amnesty

RSO leadership are encouraged to immediately report any violations committed by members of the RSO of this or other Spring Hill College policies to the Director of Student Involvement. This report should provide a detailed description of the events that transpired, the names of any individuals involved, and a description of any internal disciplinary actions taken by the RSO. If RSO chooses to self-report behavior in this manner, the Director of Student Involvement will only investigate the individual(s) implicated in the report. Unless information discovered in the investigation suggests that the incident was aided, abetted, sanctioned or organized by the RSO, the investigation will be limited to the individuals implicated in the self-report and not the RSO. However, if information is uncovered in the investigation that suggests that the RSO aided, abetted, sanctioned or organized the event, the Director of Student Involvement or Dean of Students or designee may launch a formal investigation of the RSO.

A student who makes a complaint under this policy or who participates in an investigation related to this policy will not be charged with other minor College 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 incident(s) under investigation (e.g., students forced to consume alcohol as part of a hazing incident will not be charged with violations of the College's alcohol policy) as long as those behaviors do not represent a threat to the health, safety or well-being of others. The College reserves the right to follow up with students related to those issues as appropriate in a non-disciplinary setting.

Relationship with Criminal Process

This policy sets forth the College's processes for responding to reports of hazing. The College's processes are separate, distinct, and independent of any criminal processes. While the College may temporarily delay its process under this policy to avoid interfering with law enforcement efforts if requested by law enforcement, the College will otherwise apply this policy and its processes without regard to the status or outcome of any criminal process.

Education & Prevention Programs

Spring Hill College is committed to fostering a safe and inclusive campus environment free from hazing. The College is committed to educating all students, employees, and volunteers about what hazing is, how to recognize it, how to report, the investigation process, and relevant laws. The training and prevention programming also addresses how to safely intervene as a bystander, information about ethical student leadership, and promotion of strategies for building bonds

without hazing. To learn more about education and prevention resources, contact the Student Involvement Office.

As part of the New Member Institute Program, all students joining Fraternity and Sorority Life will receive targeted anti-hazing education. In addition, the College offers research-informed anti-hazing prevention courses available to all students, faculty and staff.

All students will be required to complete this course in their first semester at SHC. The course emphasizes prevention strategies including Making Space for Leaders to Lead Change, Practicing Values-Based Leadership & Decision Making, and 10 Signs of Healthy & Unhealthy Groups.

The College will also offer ongoing resources and in-person training on hazing prevention and reporting procedures to all students, faculty and staff.

Campus Hazing Transparency Report

The Campus Hazing Transparency Report (CHTR) is published to comply with The Stop Campus Hazing Act, Higher Education Act of 1965, in particular 20 U.S.C. 1092(f) (“Jeanne Clery Campus Safety Act”, hereinafter “Act”). The purpose of CHTR is to include findings of hazing as it pertains to established or recognized student organizations (not individuals) as defined under the Act.

SHC will provide an updated list twice a year that includes the name of student organizations found responsible, general descriptions of violations and sanctions, key dates of incidents, investigations, the outcome and notices of outcomes.

Policy Review

This policy will be reviewed annually by the Center for Student Involvement in Consultation with General Counsel to ensure ongoing compliance with applicable laws and evolving best practices.