

## Anti-Hazing Policy

Longwood University is committed to the belief that abusive behavior, harassment and assault does not build character, does not build leadership skills, and does not foster group loyalty or unity.

### 1. Definition of Hazing

Hazing is defined as any action taken, situation created or facilitated, whether on or off Longwood property, by individual students, recognized student organizations or athletic teams, intended to produce mental or physical discomfort, harassment, embarrassment, intimidation, ridicule or endangerment of life. Hazing is an abuse of power and relationships, and its purpose is to demean others. Willingness to participate in any hazing activity does not excuse the behaviors or absolve those involved from responsibility. Additionally, for the purposes of this policy, hazing includes observation of hazing activities by individuals in a position to intervene but who failed to intervene.

Hazing is a criminal offense under Virginia Code: § 18.2-56, which states:

Hazing unlawful; civil and criminal liability; duty of school, etc., officials; penalty.  
It shall be unlawful to haze so as to cause bodily injury, any student at any school, college, or university.

Any person found guilty thereof shall be guilty of a Class 1 misdemeanor.

Any person receiving bodily injury by hazing shall have a right to sue, civilly, the person or persons guilty thereof, whether adults or infants.

The president or other presiding official of any school, college or university receiving appropriations from the state treasury shall, upon satisfactory proof of the guilt of any student hazing another student, sanction and discipline such student in accordance with the institution's policies and procedures. The institution's policies and procedures shall provide for expulsions or other appropriate discipline based on the facts and circumstances of each case and shall be consistent with the model policies established by the Department of Education or the State Council of Higher Education for Virginia, as applicable. The president or other presiding official of any school, college or university receiving appropriations from the state treasury shall report hazing which causes bodily injury to the attorney for the Commonwealth of the county or city in which such school, college or university is, who shall take such action as he deems appropriate.

For the purposes of this section, "hazing" means to recklessly or intentionally endanger the health or safety of a student or students or to inflict bodily injury on a student or students in connection with or for the purpose of initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, association, fraternity, sorority, or student body regardless of whether the student or students so endangered or injured participated voluntarily in the relevant activity.

## 2. How to Report Hazing

Any person who believes they are a victim of hazing is encouraged to report the incident. Any person having knowledge of any activity or conduct that is concerning or may constitute hazing is also encouraged to report the incident or behaviors.

Hazing may be reported via:

Say Something online reporting webpage:

<http://www.longwood.edu/studentconduct/say-something/>,

Longwood University Police Department, Dorrill Hall, Lower Level, 434-395-2091

<http://www.longwood.edu/police/forms/report-a-crime/>

Office of Student Conduct and Integrity, Lancaster Hall, G-08A, 434-395-2490

<http://www.longwood.edu/studentconduct/say-something/>, to any Student Affairs staff member, or anonymously at <http://www.longwood.edu/studentconduct/forms/anonymous-report-form/>

Athletics Department Sports Medicine Office, Willett Hall, 116, 434-395-2557

Student reporters of misconduct will not be charged with alcohol offenses or minor violations of the Student Code of Conduct Standards and Regulations disclosed during the reporting process. Minor violations are defined as those that have a minimum sanction of letter of admonition. Please see the Code of Conduct Standards and Regulations within the Student Handbook for more information.

Please note the Commonwealth of Virginia Statute that speaks to the safe reporting of overdoses, specifically defined as a life-threatening condition resulting from alcohol, controlled substances, or any combination of such substances. Virginia Code: § 18.2-251.03. Safe reporting of overdoses.

<http://law.lis.virginia.gov/vacode/title18.2/chapter7/section18.2-251.03/>

## 3. Enforcement

Individual students and recognized student organizations who participate in hazing are subject to the Longwood University disciplinary process, criminal charges filed by Longwood University and/or injured parties. NCAA athletic teams and affiliated groups who participate in hazing will be referred to the Director of Athletics, who will take appropriate action and assign sanctions. The Longwood University disciplinary process will proceed for individual students and recognized student organizations if hazing is suspected or confirmed. If students are found responsible for hazing, the students will be assigned appropriate sanctions as outlined in the Student Handbook. If a recognized student organization is found responsible for hazing, the recognized student organization will be assigned appropriate sanctions that may include, but are not limited to, educational assignment, loss of privileges, or loss of recognition status as outlined in the Student Handbook.

Recognized student organizations, NCAA athletic teams, or governance groups may develop additional policies and procedures that are more specific in order to prevent incidents of hazing within their memberships.

To the extent possible, the University will address behaviors defined herein on the part of any member of the Longwood community by non-members, including contractors, alumni, visitors, and any others who are identified as non-employees or non-students of the University.

#### 4. New Member Development Requirements

All new member activities and/or programs must 1) include both current and new members; 2) have a constructive purpose related to the group's goals; 3) follow University, and national organization/NCAA policies; and 4) be completed within the first twelve weeks of the semester the new member process has begun, and may not last longer than six weeks.

All recognized student organization leadership must electronically sign a statement on the Recognized Student Organization Re-Registration Form each semester indicating they have read and understood the Student Handbook and the policies and procedures contained within. Recognized student organizations with a New Member Process will be required to ensure and provide proof that all new members receive a copy of the Anti-Hazing Policy within two weeks of the start of the New Member Process. At the discretion of the University, failure to follow this procedure may result in penalties to the recognized student organization that may include, but are not limited to, loss of Longwood University recognition, privileges, or permission to conduct recruitment or new member activities.

All recognized student organizations that have a New Member Process must submit copies of the program and activities to the University Center and Student Activities Office and/or Office of Fraternity and Sorority Life prior to recruitment for approval. Upon the completion of recruitment, an evaluation report must also be filed with the appropriate Office. At the discretion of the University, failure to follow this procedure may result in penalties to the recognized student organization that may include, but are not limited to, loss of Longwood University recognition, privileges, or permission to conduct recruitment or new member activities.

Student Athletes and NCAA athletic teams and affiliated groups will follow the procedure outlined in the Longwood University Student-Athlete Handbook.