



## Hazing Prevention Policy

### Edward Waters College

#### Division of Student Success and Engagement

##### I. Policy

Edward Waters College (“EWC”) strictly prohibits any student(s) or student groups or organization(s) affiliated with EWC from engaging in any form(s) of hazing. This policy applies to acts conducted on or off campus if such acts are deemed to constitute hazing under this policy and State of Florida. Hazing degrades the values of the involved organization and creates an environment of disrespect that contradicts the institution’s commitment to and statement of civility.

It is not a defense to any alleged violation of this policy that the consent of a student to participate in suspected hazing activity was sought or obtained; or that the suspected hazing conduct was sanctioned by the College or an organization.

An activity that violates this policy may still be charged under this policy even if it is sanctioned or approved by the College. Most of all, it is the policy of EWC to always provide a safe, orderly, civil and positive learning environment. EWC has zero tolerance for violation of its Hazing Prevention Policy.

##### II. Definition

“Hazing” is defined as any group or individual action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student, with or without their expressed permission, or which destroys or removes public or private property for purposes including, but not limited to, initiation or admission into or affiliation with any EWC student group or organization. While hazing is generally related to a person’s initiation, admission or affiliation with a group or organization, it is not necessary that a person’s initiation or continued affiliation is contingent upon participation in the activity or that the activity was sanctioned by the group or organization for a charge of hazing to be upheld. Hazing includes, but is not limited to:

- Any activity that endangers the mental or physical health or safety or which may demean, disgrace, or degrade any person, regardless of location, intent, or consent of participant(s);
- Brutality of a physical nature, such as striking, whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug, or other substance, or other forced physical activity that could adversely affect the physical health or safety of the student, and also includes any activity that would subject the student to extreme mental stress, such as sleep deprivation, forced exclusion from

social contact, forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the student;

- Pressuring or coercing the student into violating state or federal law, or violating any EWC's rules and regulations; and
- Conduct that unreasonably interferes with a student's academic schedule or performance.

It is not a defense to a charge of hazing that:

- The consent of the victim had been obtained;
- The conduct or activity that resulted in the death or injury of a person was not part of an official organizational event or was not otherwise sanctioned or approved by the organization, or
- The conduct or activity that resulted in the death or injury of a person was not done as a condition of membership to an organization.

Hazing does not include customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective.

ORGANIZATION – “Organization” is defined as organizations that include, but are not limited to, any of the following: a fraternity, sorority, association, corporation, order, society, corps, teams, club or service, social/academic or similar group, whose members are students of the College. College employees or volunteers who act as sponsors, counselors, advocates or advisors of any organization, as defined, are also members.

RECOGNIZED ORGANIZATION - A “recognized organization” is defined as any student organization which has completed the application process for recognition or re-recognition as outlined by the Office of Student Activities and Leadership (OSAL).

SPONSORED ORGANIZATION - A “sponsored organization” is defined as any organization that receives human, financial, and/or material support, guidance, and/or benefit from the College.

### III. Implementation

The leader(s), which may be either elected officer(s) or designated leader(s) within a recognized or sponsored organization, is responsible for informing individuals associated with the organization of this policy. This policy should be clearly communicated by the leader(s) to the membership at the first meeting of the organization each semester and to the new members prior to the commencement of the first new member activity and should be posted in a prominent place.

For recognized organizations, the Individual Student Anti-Hazing Agreement Form must be completed and submitted to the Office of Student Activities and Leadership (OSAL), George N. Collins Student Union Building, within thirty days of the commencement (by registration deadline) of fall semester classes or the election of new officers, to certify acknowledgement of all conditions of this policy. Failure to submit the completed form within the deadline will result in interim suspension of recognition until the completed form is received.

All fraternity/sorority new member activities which are non-academic in nature must end by the date published in the Membership Intake Policy and Procedures, and any non-academic initiation or affiliation new member activities must be discontinued seven days on or prior to the last day of the classes each semester and remain discontinued through the end of the final examination period. All non-academic initiation must occur during the fall and spring semesters while classes are in session.

#### IV. Jurisdiction and Procedures

Hazing is a crime in the State of Florida. . Reported incidents of hazing will be handled as a criminal investigative priority. EWC Campus Security or the law enforcement agency with primary jurisdiction will be provided priority access to crime scenes, victims, witnesses or items of evidence, etc., according to criminal procedure. This does not preclude the College from taking interim action(s) as deemed necessary for the protection of an individual(s), suspension of organizational activities and/or persons associated with an organization, including employees.

All EWC students, employees, advisors, and organizations are responsible for abiding by this policy, both on campus and off campus, including privately-owned facilities and/or property. Organizations are responsible for any activity in violation of this policy by any individual or group associated with the organization unless it is proven that the group or individual activity was independent of and occurred without the knowledge and/or consent of the organization. Such responsibility will apply equally to situations in which one or more individuals associated with the organization knew or should have known of the activity and failed to make every reasonable attempt to prevent or stop it.

Reports of hazing activity or behavior believed to involve hazing, as defined, should be reported to EWC Campus Security or the law enforcement agency where the activity occurred. Persons may also report the activity to the Assistant Vice President and Dean of Students and/or Office of Student Integrity and Conduct. Persons wishing to report a suspected violation of this policy may contact the Office of Dean of Students at 904-470-8371. Persons may also call the Campus Security at 904-470-8888.

Upon notification of an allegation of hazing, the Office of Student Integrity and Conduct or the Office of Dean of Students will immediately notify the EWC Campus Security or law enforcement agency to ensure investigative integrity for any criminal activity is preserved.

#### Policy Violation Allegations:

A. Allegations of violations of this policy by an organization should be referred to the Office of Student Integrity and Conduct.

1. In all cases of alleged violations of this policy, the organization advisor, College department/associate, and/or general headquarters of the organization (when applicable) will be notified.
2. During the period of formal investigation or adjudication of alleged violations of this policy, all new member-related activities, organization activities, and/or College recognition/sponsorship of the organization may be summarily suspended.

B. Allegations of violations of this policy by a student within any organization should be referred to the Office of Student Integrity and Conduct for an administrative hearing conducted in accordance with the Code of Conduct.

C. Allegations of anti-hazing policy violation by an employee or volunteer should be referred to the Office of Human Resources for administrative follow-up in accordance with employment law and current collective bargaining agreements.

## V. VIOLATIONS AND SANCTIONS:

It is not a defense to any alleged violation of this policy that the consent of a student to participate in suspected hazing activity was sought or obtained; or that the suspected hazing conduct was sanctioned by the College or an organization. The College reserves the right to adjudicate any organization or institutional -recognized or -sponsored organization or associated individuals therein for any action (or inaction in a situation where the organization has a duty to act – for example, failing to intervene when a policy violation and/or crime is occurring) that an ordinary, reasonable, intelligent individual or group of individuals know or should know might result in corrective or disciplinary action. The filing of charges at EWC against an organization does not preclude the filing of charges at EWC against an individual student or the filing of civil and/or criminal charges against the organization and/or individual.

### A. Organizations

#### Organizational Violations

- Actions that induce any student or other community members to alter their behavior in any of those activities as enumerated in the student handbook.

#### Sanctions for Organizations:

Possible sanctions for organizations include the following:

a. Disciplinary Warning: A written warning may be given to the organization that indicates that it has been found “in violation” of an EWC regulation and that failure to comply with EWC regulations in the future may result in referral to the Director of Student Activities and Leadership to be handled as a second offense. A warning remains in effect for a specific period of time, as determined by the Office of Student Activities and Leadership.

b. Disciplinary Probation: Disciplinary Probation is an indication that an organization’s status at the College is seriously jeopardized. During the probationary period, if the organization is found “in violation” of another policy/regulation, a more serious sanction will be levied, including possible suspension of recognized benefits or withdrawal of institution recognition. Disciplinary Probation is in effect for a specific period of time, as determined by Office of Student Activities and Leadership.

c. Mandatory Activity: The required participation by the organization in a specified group activity, service projects, educational programs, or other assignments.

d. Financial Restitution: An organization may be required to pay for damages to property, including but not limited to personal and institution property and/or for personal injury. Payment will be made under guidelines determined by the Office of Student Integrity and Conduct.

e. Social Limitation or Suspension: An organization may be denied formal or informal sponsorship of or participation in one or more of the following for a specified period of time: inter- or intra-organizational social activities, formals, all-Greek/organization or all-College events or activities, or any other event of a social nature.

f. Intramural Suspension: A specific length of time in which the organization may not participate in individual or team sports or the intramural league, earn intramural points, or receive any championship titles.

g. Suspension of Recognized Benefits: A specific length of time in which the organization maintains College recognition but is denied one or more benefits of recognition which may include but are not limited to: use of institutional facilities, office space, or property; and/or other specified benefits available through recognition.

h. Withdrawal of College Recognition: A specified or indefinite length of time in which College recognition is withdrawn in whole or part or conditionally. The organization and any semblance of its membership cease to function at the College, is denied all benefits of College recognition, and no longer falls under the jurisdiction of the OSAL. For the organization or any semblance of its membership to regain recognition, it may be asked to demonstrate evidence of organizational changes intended to eliminate the potential for repeated violations of this policy.

i. Other Sanctions Any reasonable sanction(s) may be imposed by the Office of Student Activities and Leadership. Sanctions not listed previously may be imposed, if reasonable, upon approval by the Vice President for Student Success and Engagement.

## B. Students

### 1. Violations

Allegations of anti-hazing policy violation by a student should be referred to the Office of Student Integrity and Conduct for an administrative hearing conducted in accordance with the Code of Conduct.

### 2. Sanctions for Students:

A range of possible sanctions for organizations or students is available for review in the Code of Conduct.

## C. Employees

### 1. Violations

Allegations of anti-hazing policy violation by an employee should be referred to the Office of Human Resources for administrative follow-up in accordance with employment law and current collective bargaining agreements.

### 2. Sanctions

A range of possible sanctions for employees will depend upon applicable employment law and discipline protocols as defined in collective bargaining agreements. Any sanction imposed by the College will be in addition to a penalty that may be imposed for violation of the criminal laws under the Florida Statute.

#### D. Volunteers

##### 1. Violations

Allegations of anti-hazing policy violation by a volunteer should be referred to the Office of Human Resources for administrative follow-up.

##### 2. Sanctions for Volunteers:

A range of possible sanctions for volunteers, either permanently or for a specified term, may include exclusion from the organization, exclusion from organizational activities and events, exclusion from all university owned or controlled property, exclusion from institutional activities or events, or no-contact orders.

Edward Waters College will maintain an hazing prevention policy within the Division of Student Success and Engagement (DSSE) for the purpose of ensuring the College's rules, penalties, annual reporting, organizational training, anti-hazing policy dissemination, and posting, as well as the program for enforcement, are maintained according to State Florida laws.

Students may confidentially report to College officials list below.

Vice President of Student Success and Engagement  
Mr. Mandrake Miller  
[m.miller@ewc.edu](mailto:m.miller@ewc.edu) 904.470.8221

Assistant Vice President/Dean of Students  
Dr. Lanita R. Holsey  
[l.holsey@ewc.edu](mailto:l.holsey@ewc.edu) 904.470.8371

Director of Student Activities  
Ms. Aquanetta Parrott  
[a.parrott@ewc.edu](mailto:a.parrott@ewc.edu) 904.470.8210

Coordinator for Student Conduct  
Mr. Quentin McBeth  
[q.mcbeth@ewc.edu](mailto:q.mcbeth@ewc.edu) 904.470.8870