

FAULKNER UNIVERSITY HAZING POLICY (Excerpted from current Social Club Handbook pages 28-31)

As a Christian University we strive to be Christ-like in every avenue in our daily lives.

'Love your neighbor as yourself.' No other commandment is greater than these.

Mark 12:31

Don't be selfish. Don't try to impress others. Be humble, thinking of others as better than yourselves.

Philippians 2:3

1. No student shall engage in what is commonly known and recognized as hazing, or permit, encourage, aid or assist any person, whether a student or not, in the commission of hazing.
2. No student shall knowingly permit, encourage, aid or assist any person, whether a student or not, in committing hazing, or willfully acquiesce in the commission of hazing, or fail to report promptly his or her knowledge or any reasonable information within his or her knowledge of the presence and practice of hazing to any club sponsor or the DSA.

Hazing, according to Alabama law, is defined as 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. Such activities shall include, but not be limited to, "mind games," verbal harassment, yelling at and putting individuals down by the manner in which they are treated and spoken to, paddling, beating, any activity that causes fatigue, physical or psychological shock, giving of food or drink that is distasteful or designed to cause nausea, any activity that is demoralizing, degrading or might cause one to lose self-respect.

There is a clear legal concern for any club that fails to adhere to the guidelines established by Faulkner University in regards to the orientation of new members. The purpose of the guidelines is not to make the induction of new members harder for the clubs, but to protect prospective members, as well as the club, from irrational acts that may not be well thought out.

Any club or individual engaging in activities that have danger of physical or mental discomfort, pain, or harm, or who subjects the prospective member to humiliation and/or degradation should be aware that the club and/or the individual may become legally liable for such acts.

Hazing should not happen within our clubs. If we conduct ourselves in the action and spirit of the above scriptures, hazing will not happen.

Examples of Hazing include:

- Club-related branding or permanent marking of oneself or another
- Requesting/suggesting/encouraging new members to perform some favor for you (e.g. cleaning, cooking, running an errand, getting a date for you, etc.).
- Creating concern/fear/anxiety by any event or deceiving new members into thinking they will face some made-up event

- Threatening new members in any fashion
- Coercion, a subtle hazing tactic, where there is subtle peer pressure to engage in an activity that will seem to be viewed by others as “cool” or some tradition that former members did. That if the new member accomplishes the task(s) there will be some sort of reward either made-up or real. Example: Shaving hair off in order to prove loyalty or to receive reduced club dues
- Singling out new members, including calling them demeaning names or names that might be viewed by others as demeaning
- Planning and making activities mandatory that take up an excessive amount of time
- Requiring physical exertion of new members such as calisthenics, runs, sit-ups, push-ups, or standing/sitting in any position.
- Lining up new members – activities planned are for all members – there should be no sense of “us” and “them”
- Preventing/restricting new member from class attendance, chapel attendance, or sleep
- Requiring silly or embarrassing public demonstrations or the wearing of uncomfortable, conspicuous, or ridiculous clothing
- Any activity that promotes unhealthy club competition or interferes negatively with the activities of another club
- Prohibiting from or requiring new member to be alone
- Pressuring new member to place any foreign object, food, or drink in his or her mouth
- Requesting/suggesting/encouraging new member to carry an object that is unusual, heavy, or uncomfortable
- Requesting/suggesting/encouraging new member to break the Faulkner University Code of Conduct, Club Handbook rules, or any Federal, State, or City law, e.g. alcohol consumption, theft (including unauthorized "borrowing"), breaking curfew, vandalism, defacing property, misuse of fire safety equipment, etc.
- Informal, impromptu, or individually conceived orientation behaviors
- Participation by new members in any club-related event after curfew
- Facilitating the unsafe transport of members, including traveling in a motor vehicle without an available seat belt (e.g. in the cab of a pick-up)

Alternatives to Hazing

- Working on projects that promote unity, such as service projects
- Activities that promote team building, problem solving and good decision making skills

- Trying to foster leadership and other Christian qualities. Such as use of influence, accountability and dealing appropriately when conflicts arise
- Identifying and improving problems within the club, promoting communication and openness
- Aiding in helping members think about their calling and career goals
- Promoting personal and spiritual growth in members

ALABAMA HAZING LAW § 16-1-23

(Cited at <https://www.stophazing.org/alabama/> accessed 3.4.18)

(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.

DEFINITIONS/ACRONYMS:

Dean of Students (DS)

Director of Student Activities (DSA)

Interclub Council (ICC)

The Inter-Club Council (ICC) is composed of the presidents and vice-presidents of each club. ICC makes decisions pertaining to clubs and recommendations for policy and procedures set by the DSA. The SGA Vice President presides over the meetings and works with DSA and DS to assure mission.

Club Administration Team (CAT)

The Club Administration Team is a committee charged with the oversight of the overall social club program, new member orientation process and works directly for the Assistant Vice President for Student Services/Dean of Students in this capacity. The CAT makes recommendations to the DOS concerning standards of conduct expected during the new member orientation process, contributes to the Social Club Handbook and provides input and guidance to the DOS, at his or her request, and when club disciplinary matters are forwarded to this team for adjudication. This committee is chaired by the Dean of Students. Other members include the Director of Student Activities, the Director of Student Success, and four faculty/staff members (with faculty/staff members serving two and three year terms).

The CAT will review and approve all club New Member Orientation (NEMO) plans. The DSA will provide a post-NEMO report to all members of the CAT as well as to the Dean of Students. CAT will meet as needed to address club issues as well as help facilitate initiatives to foster a thriving club life on campus.