



Hazing Prevention Policy

SAINT JOSEPH ABBEY AND SEMINARY COLLEGE

75376 RIVER ROAD

SAINT BENEDICT, LOUISIANA

Revised October 2018

Hazing Prevention Policy

Policy Statement

Saint Joseph Seminary College is committed to the safety and wellness of our students. This commitment is reflected in our adherence to relevant federal and state regulations; and through the development of policies and procedures to maintain a safe educational environment.

Purpose of Policy

Saint Joseph Seminary College does not tolerate hazing, including the physical, mental or psychological abuse of any individual or individuals. All allegations of hazing will be fully investigated by the appropriate authorities. Any organization, and/or individuals within an organization, found responsible of hazing may face disciplinary action up to and/or including expulsion and/or criminal charges.

Applicability

This policy applies to all Saint Joseph Seminary College students, faculty and staff.

Policy Procedure

Definitions and Regulations against Hazing

The College adheres to Saint Joseph Seminary College's Hazing Policy, University of Louisiana System policy on hazing (S-II.XXIII.-1); the Board of Regents Uniform Policy on Hazing Prevention, and applicable state laws as described below:

Louisiana Laws on Hazing

RS 17:1801 Amended: Hazing Prohibited

Hazing in any form, or the use of any method of initiation into organizations in any education institution supported wholly or in part by public funds, which is likely to cause bodily danger or physical punishment to any student or other person attending any such institution is prohibited.

Whoever violates the provisions of this Section shall be expelled, suspended, or dismissed from the education institution and not permitted to return for at least one semester, quarter, or comparable academic period. In addition, the person violating such provisions may also be subject to the provisions of R.S. 14:40.8.

RS 14:40.8 Criminal Hazing

It shall be unlawful for any person to commit an act of hazing. Any person who commits an act of hazing shall be fined up to one thousand dollars, imprisoned for up to six months, or both.

If the hazing results in the serious bodily injury or death of the victim, or the hazing involves forced or coerced alcohol consumption that results in the victim having a blood alcohol concentration of at least .30 percent by weight based on grams of alcohol per one hundred cubic centimeters of blood, any person who commits an act of hazing shall be fined up to ten thousand dollars and imprisoned, with or without hard labor, for up to five years.

If any person serving as a representative or officer of an organization, including any representative, director, trustee, or officer of any national or parent organization, is a sanctioned or recognized member at the time of the hazing, knew and failed to report to law enforcement that one or more of the organization's members were hazing another person, the organization may be subject to the following:

- a. Payment of a fine up to ten thousand dollars.
- b. Forfeiture of any public funds received by the organization.
- c. Forfeiture of all rights and privileges of being an organization that is organized and operating at the education institution for a specific period of time as determined by the court.

If the hazing results in the serious bodily injury or death of the victim, or results in the victim having a blood alcohol concentration of at least .30 percent by weight based on grams of alcohol per one hundred cubic centimeters of blood, the period of time shall be for not less than four years.

A national or parent organization that receives a report alleging the commission of an act or acts of hazing may conduct a timely and efficient investigation to substantiate or determine the veracity of the allegations prior to making a report to law enforcement. The investigation shall be completed no later than fourteen days after the date on which the report was received alleging the commission of an act or acts of hazing.

R.S. 14:502 Failure to Seek Assistance

Any person at the scene of an emergency who knows that another person has suffered serious bodily injury shall, to the extent that the person can do so without danger or peril to self or others, give reasonable assistance to the injured person. Reasonable assistance includes immediately seeking or reporting the need for medical assistance from an appropriate authority.

Any person who engages in reckless behavior that results in the serious bodily injury of any person shall, to the extent that the person can do so without danger or peril to self or others, give reasonable assistance to the person. Reasonable assistance includes immediately seeking or reporting the need for medical assistance from an appropriate authority.

Any person who violates the provisions of this Section shall be fined not more than one thousand dollars, imprisoned with or without hard labor for not more than one year, or both. If the serious bodily injury results in the death of the person, any person who violates the

provisions of this Section shall be fined not more than two thousand dollars, imprisoned with or without hard labor for not more than five years, or both.

Board of Regents' Uniform Policy on Hazing Prevention Policy Statement

The Board of Regents (BOR) does not condone hazing in any form at any of the public postsecondary education institutions in the state. All Louisiana public postsecondary institutions shall prohibit hazing and take all reasonable measures to prevent hazing, including without limitation: adoption of effective policies; clear communication to campus organizations; students and other stakeholders of laws and policies; prompt and faithful enforcement thereof; education; and training. All Louisiana public postsecondary institutions shall be committed to providing a supportive educational environment free from hazing, one that promotes its students' mental and physical well-being, and safety and respect for one's self and others. All Louisiana public postsecondary institutions shall implement policies and procedures to prevent acts of hazing in compliance with policy and shall take prompt and appropriate action to investigate and effectively discipline those accused of such conduct in a manner consistent with all applicable laws.

University of Louisiana System Statement on Hazing

The University of Louisiana System ("the System") is committed to maintaining a supportive, educational environment that fosters respect for the dignity and rights of all its community members. This commitment reflects the System's adherence to its mission, to its various policies supporting its mission, and to relevant state and federal laws. As such, acts of hazing are considered irresponsible, intolerable and inconsistent with the System's mission. Student organizations and/or individual members found to have engaged in hazing shall be in violation of the System's Policy and may be in violation of state law (R.S. 14:40.8).

Definitions

Louisiana Law defines:

Postsecondary education institution, education institution, or institution is any postsecondary education institution in this state supported wholly or in part by public funds.

Hazing as any intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against another when both of the following apply:

- The person knew or should have known that such an act endangers the physical health or safety of the other person or causes severe emotional distress.
- The act was associated with pledging, being initiated into, affiliating with, participating in, holding office in or maintaining membership in any organization.

Hazing includes but is not limited to any of the following acts associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization:

- Physical brutality, such as whipping, beating, paddling, striking, branding, electric shocking, placing of a harmful substance on the body, or similar activity.

- Physical activity such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.
- Activity involving consumption of food, liquid, or any other substance including, but not limited to, an alcoholic beverage or drug, that subjects the individual to an unreasonable risk of harm that adversely affects the physical health or safety of the individual or causes severe emotional distress.
- Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

For purposes of this Policy, hazing shall not include a physical activity that is normal, customary, and necessary for a person's training and participation in an athletic, physical education, military training, or similar program sanctioned by the postsecondary education institution.

Organization is a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, band, spirit group, athletic team, or similar group whose members are primarily students at, or former students of, a postsecondary education institution, including the national or parent organization of which any of the underlying entities provided for in this definition is a sanctioned or recognized member at the time of the hazing.

Pledging is any action or activity related to becoming a member of an organization, including recruitment and rushing.

Appropriate authority includes:

- Any state or local law enforcement agency.
- A 911 Public Safety Answering Point as defined in Title 33 of the Louisiana Revised Statutes of 1950.
- Emergency medical personnel.

Reckless behavior is an activity or behavior in which a reasonable person knew or reasonably should have known that the activity or behavior may result in injury to another, including but not limited to excessive consumption of alcohol, binge drinking, drag racing, consumption of any controlled dangerous substance, acts of hazing, or other similar activity.

Serious bodily injury is bodily injury that involves unconsciousness, extreme physical pain, or protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member, organ, or mental faculty, death, or a substantial risk of death.

Seeking Assistance and Reporting Hazing Activities

Saint Joseph Seminary College cares about the safety and wellbeing of its students. If you are being hazed or know someone in your student group or organization who is hazing or being hazed, we want you to be aware of your options in seeking assistance and reporting.

Duty to Seek Assistance

If someone suffers bodily injury as a result of hazing, individuals present or with knowledge of the emergency must seek assistance for the injured individual. Reasonable assistance includes immediately seeking medical assistance or reporting the need for medical assistance from an appropriate authority including:

- St. Tammany Parish Hospital 1202 S. Tyler St. Covington, LA 70433
- St. Tammany Parish Sheriff's Office: 911

Failure to give assistance for an injured person could result in a fine and/or imprisonment.

Reporting Hazing Activities

If you are being hazed or know someone in your student group or organization who is hazing or being hazed, come forward and report in writing to any of the following offices:

- President-Rector's Office – Fr. Gregory Boquet - (985) 867-2232 – rector@sjasc.edu
- Vice Rector's Office – Fr. Matthew Clark – (985) 867-2245 – mrclark@sjasc.edu
- Dean of Student's Office – Fr. Jonathan Wallis - (985) 867-2287 – jwallis@sjasc.edu
- HR/Victim Assistance Coordinator – Carla Graves – (985) 867-2286 – cgraves@sjasc.edu

University students must immediately report the matter to one of the offices listed above.

Additionally, any faculty member or staff member that becomes aware of possible hazing of Saint Joseph Seminary College students must immediately report the matter to one of the offices listed above.

Enforcement of Hazing Policy

Any violation of the hazing policy shall be deemed a violation of the College's Code of Conduct. Thus, all allegations of hazing will be investigated by the Disciplinary Committee and/or other appropriate law enforcement agencies. Individuals or groups found responsible for violating the Hazing Policy may face disciplinary action including expulsion from the College. The President-Rector, Vice-Rector, and Dean of Students or designee may impose interim sanctions immediately upon notice of charge of violation of the Hazing Policy.

The College will not tolerate retaliation by any individual or group (whether or not that person was directly involved in the original incident) against any faculty, staff or student who reports, participates in an investigation of, or is a complainant in a disciplinary proceeding involving the allegation of hazing. Claims of retaliation will be investigated as a breach of Saint Joseph Seminary College's Hazing policy and may result in sanctions.

Sanctions

If an organization has taken disciplinary action against one of its members for hazing or has reason to believe that any member of the organization has participated in an incident of hazing, the organization shall report the incident to the proper College authority (listed under "Reporting Hazing Activities).

If an organization or any of its members has been disciplined by a parent organization for hazing, the organization shall report the hazing for which the organization was disciplined to the institution with which it is affiliated.

If any person serving as a representative or officer of an organization, including any representative, director, trustee, or officer of any national or parent organization of which any of the underlying entities is sanctioned or a recognized member at the time of the hazing knew and failed to report the incident to the proper authorities that one or more of the organization's members were hazing another person, the organization may be subject to penalties under R.S. 14:40.8 including fines, criminal prosecution, and loss of funding for your organization.

Prevention and Education Program Requirement

Each organization (as defined in R.S. 17:1801.1) shall provide annually at least one hour of hazing prevention education to all members and prospective members. Training must include the following:

- Criminal penalties for hazing including fines and potential incarceration
- Information about how to report if hazing activities are suspected
- The individual/organization's duty to seek assistance if someone has suffered bodily injuries caused by an act of hazing
- The potential loss of organizational funding and other penalties if found responsible

The education may be provided in person, electronically, or both. Each student shall submit a report annually to the Dean of Students. The report must include an acknowledgement from each student that they understand the dangers and prohibition of hazing and will abide by the policies and procedures set forth by Saint Joseph Seminary College. ***All groups and organizations are responsible for knowing, understanding, and following Saint Joseph Seminary College's Hazing Policy.***