

Saint Leo University Hazing Policy 2025

Policy Statement

Saint Leo University is committed to providing a safe, supportive, and respectful environment for all members of our campus community. Hazing in any form is strictly prohibited and is incompatible with our core values of Excellence, Community, Respect, Personal Development, Responsible Stewardship, and Integrity. This policy applies to all students, faculty, staff, and student organizations at Saint Leo University.

Definition of Hazing

For the purposes of this policy, hazing is defined as any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization, team, or group; and
- Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation on an athletic team), of physical or psychological injury including:
 - Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity
 - Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity
 - Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances
 - Causing, coercing, or otherwise inducing another person to perform sexual acts
 - Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct
 - Any activity against another person that includes a criminal violation of local, state, tribal, or federal law

- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law

A student organization is defined as an organization at Saint Leo University (such as a club, society, association, musical group, honorary, varsity, junior varsity, or developmental athletic team, competitive team, fraternity, sorority, or student government) in which two or more of the members are students enrolled at the university, whether or not the organization is established or recognized by the institution.

How to Report Incidents of Hazing

Saint Leo University encourages all members of the campus community to report suspected hazing incidents promptly. Reports can be made through the following channels:

Immediate Emergency

- **University Safety Emergency Line:** 352-588-8333
- **911** for life-threatening emergencies

Non-Emergency Reporting Options

- **Vice President of Student Affairs Office:** 352-588-8206
- **University Safety:** 352-588-8432
- **Title IX Coordinator:** 352-588-8993
- **Online Incident Report:** https://saintleo-advocate.symplicity.com/public_report/
- **In-person:** Any Campus Security Authority (CSA), including:
 - University Safety officers
 - Division of Student Affairs staff
 - Residence Life staff
 - Athletic coaches and staff
 - Student and Family Engagement staff
 - Student organization advisors

Confidential Resources

- **Counseling and Prevention Services:** 352-588-8199
- **Student Health Center:** 352-588-8347
- **University Ministry:** 352-588-8331

Reports can be made by victims, witnesses, or any community member with knowledge of hazing incidents. All reports will be taken seriously and investigated thoroughly.

Investigation Process

Saint Leo University follows a fair and thorough process when investigating hazing allegations:

Initial Response (Within 24-48 hours)

- Receipt and documentation of the report
- Assessment of immediate safety concerns
- Notification of appropriate university officials
- Interim measures implemented as necessary

Investigation Phase

- Assignment of trained investigator(s)
- Interviews with complainant(s), respondent(s), and witnesses
- Collection and review of relevant evidence
- Documentation of findings
- Completion typically within 30 business days

Resolution Phase

- Determination of responsibility based on preponderance of evidence
- Implementation of appropriate sanctions if violation is found
- Written notification to all parties of outcome
- Information about appeal process

Due Process Rights

All parties involved have the right to:

- Fair and impartial investigation

- Present information and witnesses
- Have an advisor present during meetings who is approved in advance by the Conduct Officer
- Receive written notice of allegations and outcomes
- Appeal the decision through established procedures

Applicable Laws

Florida State Law

Florida Statute § 1006.63 prohibits hazing and defines it as any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student for purposes including, but not limited to, initiation or admission into or affiliation with any organization operating under the sanction of a postsecondary institution.

Federal Law

The Stop Campus Hazing Act (2024) requires reporting of hazing incidents under the Clery Act and mandates transparency in hazing violations by student organizations.

Criminal Penalties

Hazing may also violate federal, state, or local criminal laws. The university will cooperate fully with law enforcement agencies investigating potential criminal conduct.

Sanctions

Violations of this policy may result in disciplinary action up to and including:

For Individual Students

- Educational interventions and counseling
- Community service
- Probation
- Suspension
- Expulsion/Dismissal
- Parental, and/or On University Campus Employer, and/or Coach Notification

For Student Organizations

- Warning or reprimand

- Loss of privileges (social events, recruitment, etc.)
- Probation with specific conditions
- Suspension of recognition
- Permanent loss of university recognition

Additional Consequences

- Student conduct records maintained for a minimum of seven years
- Potential restriction from leadership positions
- Required education programs
- Restitution for damages
- No-contact restrictions

Prevention and Awareness Programs

Saint Leo University is committed to preventing hazing through comprehensive education and awareness initiatives targeting students, staff, and faculty.

Educational Components

All prevention programs include information on:

- Saint Leo University's hazing policy and procedures
- Recognition of hazing behaviors and warning signs
- Bystander intervention strategies
- Ethical leadership principles
- Alternative team-building and bonding activities
- Legal consequences of hazing
- Reporting procedures and resources

Primary Prevention Strategies

The university implements evidence-based prevention programs designed to stop hazing before it occurs:

For Students

- **New Student Orientation:** Hazing education for all incoming students

- **Leadership Development Programs:** Ethics training for student leaders
- **Organization Officer Training:** Annual training for all student organization officers
- **Bystander Intervention Workshops:** Skills-based training on intervention techniques
- **Alternative Activities Training:** Education on positive team-building alternatives

For Faculty and Staff

- **Faculty/Staff Awareness Sessions:** Education on recognizing and reporting hazing
- **Advisor Training:** Specific training for organization advisors

Campus-Wide Initiatives

- **Hazing Prevention Week:** Annual awareness campaign
- **Peer Education Programs:** Student-led education initiatives
- **Social Media Campaigns:** Ongoing awareness through digital platforms
- **Resource Fairs:** Information tables and materials distribution

Programming Schedule

- **Fall Semester:** New student orientation, organization officer training, Hazing Prevention Week
- **Spring Semester:** Refresher training, bystander intervention workshops
- **Summer:** Faculty/staff training, program assessment and planning
- **Ongoing:** Peer education, social media campaigns, incident-based education

Assessment and Improvement

The university regularly evaluates the effectiveness of prevention programs through:

- Student surveys and feedback
- Incident trend analysis
- Best practice research
- Program outcome measurement
- Continuous improvement processes

Resources and Support

Support Services

- Counseling and Prevention Services
- University Ministry
- Division of Student Affairs
- Student and Family Engagement
- Student Success
- Health Center

Educational Resources

- Hazing prevention materials and websites
- Alternative activity guides
- Leadership development resources
- Campus safety information

Policy Compliance and Review

This policy will be reviewed annually and updated as necessary to ensure compliance with federal and state requirements and best practices in hazing prevention. The Division of Student Affairs is responsible for policy oversight and implementation.

Contact Information

Student Affairs Office Phone: 352-588-8992 Email: student.affairs@saintleo.edu

University Safety Emergency: 352-588-8911 Non-Emergency: 352-588-8333

Student Conduct/Residence Life Office: Phone: 352-588-8263 Email: Residence.life@saintleo.edu

This policy is effective as of June 23, 2025, and supersedes all previous hazing policies. For questions about this policy, contact the Division of Student Affairs.

Saint Leo University reserves the right to modify this policy as needed to comply with federal and state requirements and to reflect best practices in student safety and conduct.