



Policy Name: Anti-Hazing Policy

Achievement Policy

Policy Number: Administrative Policy
03.50.07.01

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Approved by Willie L. Todd, Jr., Ph.D.
President and CEO

Willie L. Todd, Jr.
Signature



ADMINISTRATIVE POLICY ANTI-HAZING POLICY

Policy Title: Anti-Hazing Policy

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Responsible Office: Division of Student Affairs

Responsible Executive: Vice President of Student Affairs/Dean of Students **Applies**

to: Students, Student Organizations, Faculty, Staff, Volunteers, and Affiliates

POLICY STATEMENT

Talladega College is committed to cultivating a safe, respectful, and inclusive learning environment where the dignity and well-being of all students are prioritized. Hazing undermines academic and personal development, endangers health and safety, and violates College values.

In alignment with Alabama Code §16-1-23, the Stop Campus Hazing Act (2024), and institutional policy, hazing in any form is strictly prohibited—whether occurring on or off campus, regardless of an individual's willingness to participate. Violations will result in disciplinary action up to and including suspension, expulsion, organizational dissolution, and referral for criminal prosecution.

Talladega College applies a “preponderance of the evidence” standard (“more likely than not”) when determining responsibility in hazing cases.

This policy affirms Talladega College’s core values:

- **Students First** – Protecting the welfare and dignity of students.
- **Accountability** – Ensuring responsibility and transparency in all activities. •
- **Integrity** – Fostering honesty and ethical behavior.
- **Diversity** – Creating an inclusive and equitable environment.
- **Excellence** – Pursuing the highest standards in education and student life.



ADMINISTRATIVE POLICY

ANTI-HAZING POLICY

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DEFINITIONS

Hazing is defined as any intentional, knowing, or reckless act, occurring on or off campus, by one person acting alone or with others, that endangers the mental, physical, or emotional health or safety of a student, or that demeans, degrades, or otherwise interferes with a student's academic or personal life, as a condition of initiation, admission, affiliation, or continued membership in any student organization, group, or team.

Prohibited acts of hazing include, but are not limited to:

- Creating a risk of physical harm or injury.
- Causing embarrassment, harassment, or humiliation.
- Inflicting psychological or emotional distress.
- Degradation, ridicule, or coerced participation in unlawful or degrading acts.
- Forcing or pressuring the consumption of alcohol, drugs, or other substances.
- Depriving individuals of sleep, food, or personal freedom.
- Willful destruction, misuse, or removal of property.
- Requiring prospective members to participate in activities not expected of existing members.
- Compelling participation in excessive physical activity or labor unrelated to organizational goals.



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- Exposing individuals to extreme weather, unsafe environments, or harmful conditions.
- Interfering with academic responsibilities or performance.
- Coerced financial obligations or exploitation beyond approved organizational fees.
- Unauthorized recording, photographing, or publicizing of individuals without consent.
- Restricting communication, contact, or personal interaction with friends, family, or others outside the group.
- Sexual harassment, misconduct, or exploitation in any form.
- Any other action reasonably determined to meet the definition of hazing.

No individual or organization may consent to or condone hazing under any circumstances. Violations will be subject to disciplinary action consistent with institutional policy and applicable law.

- **Student:** Any individual admitted to or enrolled at Talladega College, whether full-time, part-time, or between terms.
- **Student Organization:** Any recognized or unrecognized student group, club, fraternity, sorority, band, athletic team, or interest group.
- **Employee/Volunteer:** Any faculty, staff, advisor, coach, contractor, or volunteer involved in College-affiliated activities.

PURPOSE

This policy exists to:

1. Mitigate and prevent all forms of hazing.
2. Establish an institutional definition of hazing.
3. Provide clear information regarding reporting and investigative procedures.
4. Reinforce accountability for individuals and organizations engaging in hazing.
5. Ensure compliance with state and federal law.

CONTACT(S)

The Office of the Vice President/Dean of Students is responsible for obtaining approval for any revisions as required by *Creating and Maintaining Policies (2025)* through the appropriate governance structures.



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STAKEHOLDER(S)

- Students and Student Organizations
- Faculty, Staff, and Advisors
- Parents and Guardians
- Alumni and Volunteers engaged in student activities

POLICY CONTENTS

Prohibited Conduct

Hazing includes, but is not limited to:

- Creating a risk of physical harm or injury.
- Causing embarrassment, harassment, or humiliation.
- Inflicting psychological or emotional distress.
- Degradation, ridicule, or coerced participation in unlawful or degrading acts.
- Forcing or pressuring consumption of alcohol, drugs, or other substances.
- Depriving individuals of sleep, food, or personal freedom.
- Willful destruction or removal of property.
- Requiring prospective members to participate in activities not expected of existing members.
- Any other action reasonably determined to meet the definition of hazing.

Note: *Apathy or acquiescence in the presence of hazing is not neutral and is itself a violation of this policy.*

Reporting

- Hazing incidents must be reported immediately by students, faculty, staff, or affiliates.
- Reports may be filed via **Maxient Online Reporting**:
<https://cm.maxient.com/reporting.php?Talladega>
- Emergency situations must be reported to **Campus Police (Emergency: 911 / Non-Emergency: 256-322-3103)**.
- Anonymous reports are accepted, but anonymity may limit the College's ability to respond.
- Knowingly submitting a **false report** is a policy violation and subject to disciplinary action.



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Investigations

- All reports will be reviewed by the Vice President of Student Affairs/Dean of Students and Campus Police.
- The College may issue immediate temporary suspensions or cease-and-desist orders for individuals or organizations pending investigation.
- Investigations will include interviews, evidence review, and consultation with advisors or national organizations as appropriate.
- Students and organizations may be charged under the Student Code of Conduct and referred to external authorities as required by Alabama law.

Community Standards

The purpose of establishing and maintaining Community Standards for student conduct is to uphold the character, integrity, and educational mission of the Talladega College community. These overarching standards for student conduct are designed to promote responsible membership, mutual respect, and accountability by discouraging behavior that is inconsistent with the College's values, policies, and expectations. Talladega College has high expectations for students' scholarship and conduct. By accepting admission, students agree to abide by the College's standards and policies, including those outlined in the Code of Student Conduct for the duration of their enrollment until graduation.

Code of Student Conduct

Student conduct is governed by the Code of Student Conduct, college policy, and applicable law. Students involved in criminal manners may be sanctioned by the college in addition to any sanctions that may be imposed by a court of law. Students and organizations may be held accountable for any violation of the Code of Student Conduct or college policies, whether on or off campus. Violations may result in disciplinary actions and sanctions. Students and organizations are expected to take responsibility for their behavior and cooperate fully in the conduct process.



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Rights to a Formal Hearing

Students have a right to a Formal Hearing before being found responsible for any alleged violations of the Code of Student Conduct. Specifically, the student has the right to address allegations of misconduct and/or proposed sanctions through a hearing. The student also has the right to seek resolution through a hearing if one or more of the following possible sanctions are recommended:

- Disciplinary Probation
- Suspension
- Expulsion
- Removal from College housing
- Student Organization Suspension
- Student Organization Expulsion

Retaliation

Retaliation against any person who reports hazing or participates in an investigation is strictly prohibited and a finding of violation of this policy will result in disciplinary action.

EDUCATION AND COMPLIANCE

• Education

- Hazing prevention training is required for all students, advisors, coaches, and student organizations annually.
- Programs will be integrated into New Student Orientation, athletics, band, Greek-life, and leadership training.
- Greek-life information session and training.

• Compliance

- Students or organizations found responsible will be sanctioned under the Student Code of Conduct.
- Sanctions may include suspension, expulsion, organizational dissolution, probation, or educational remedies.
- Hazing incidents resulting in bodily harm must be reported to the Talladega County District Attorney, pursuant to Alabama Code §16-1-23.



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PUBLICATION

This policy will be published in the Student Handbook and the Policy Library located on the College's website.

REVIEW SCHEDULE

- **Next Scheduled Review:**
- **Approval by, date:**
- **Revision History:**
- **Supersedes:** All prior hazing policies

RELATED DOCUMENTS

1. Alabama Code §16-1-23 (Hazing Statute)
2. [Talladega College Code of Student Conduct Policy]
3. Stop Campus Hazing Act (2023)
4. Federal Clery Act Regulations – U.S. Department of Education

FORMS

1. **Talladega College Hazing Incident Reporting Form**
Available through the Maxient online reporting system: Submit a Report