

FAYETTEVILLE STATE UNIVERSITY

HAZING

Authority:	Issued by the Chancellor. Changes or exceptions to administrative policies issued by the Chancellor may only be made by the Chancellor.			
Category:	Students			
Applies to:	•Administrators	•Faculty	•Staff	•Students
History:	Revised – February 2, 2026 Revised - December 21, 2010			
Related Policies:	Code of Student Conduct Stop Campus Hazing Act [20 U.S.C. 1092(f)] Hazing [NCGS § 14-35]			
Contact for Info:	Director of Student Conduct (910) 672-1788/1201 Assistant Vice Chancellor for Risk and Compliance (910) 672-1041 Clery Compliance Officer (910) 672-2462			

I. PURPOSE

Fayetteville State University (University) is committed to promoting an environment where all campus members can learn, work, and live free from injuries incurred during recruitment, initiation processes, and participation in a student organization. To this end, the University prohibits any form of hazing of its students, at any time, or at any location on- or off- campus, including University-owned or leased property, private residences, or public property. The University will respond swiftly to investigate reports of hazing received from any source and will promptly determine whether to proceed with disciplinary action, forward a report to appropriate law enforcement officials for prosecution as a criminal matter, or both. University students who voluntarily consent to hazing, as well as those who inflict it, are subject to such action.

The purpose of this policy (Policy) is to define hazing and to outline the procedures for preventing, reporting, and adjudicating hazing incidents.

II HAZING DEFINED

A. University Policy

The term hazing shall include, but not be limited to, pressuring or coercing a student into violating state or federal law, any brutality of a physical nature, such as striking in any manner, whipping, beating, branding, exposure to the elements, forced consumption of food, liquor, drugs, or other substances, or other forced physical activities that would adversely affect the health or safety of the student. It also includes any activity that would subject the student to extreme mental stress, such as sleep deprivation, forced exclusion from social contacts, forced conduct that would be extremely demeaning or results in

extreme embarrassment, or any other forced activity that could adversely affect the mental health or dignity of the student.

Any activity described above, or 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, recruitment, initiation, acceptance or admission into or affiliation with a student organization, shall be presumed to be hazing and a “forced” activity, the willingness or consent of an individual to participate in such activity notwithstanding.

B. State Law

Hazing is prohibited by North Carolina law and is defined as subjecting a student to physical or serious psychological injury as part of an initiation, or as a prerequisite to membership, into any organized school group, including any society, athletic team, fraternity or sorority, or other similar group.

Specifically, North Carolina law prohibits the following:

1. A student in attendance at any university, college, or school in the State from engaging in hazing, or from aiding or abetting any other student in the commission of this offense. A violation shall constitute a Class A1 misdemeanor.
2. School personnel, including, but not limited to, a teacher, school administrator, student teacher, school safety officer, or coach, at any university, college, or school in the State from engaging in hazing, or from aiding or abetting any other person in the commission of this offense. A violation shall constitute a Class I felony.

Additionally, State law requires any student or other person subpoenaed as a witness on behalf of the State to testify if called upon to do so; however, that no student or other person testifying shall be amenable or subject to indictment on account of, or by reason of, such testimony.

C. Federal Law

The Stop Campus Hazing Act (Act) is a federal law that requires the University to disclose hazing incidents in its *Annual Security and Fire Safety Report* that were reported to campus security authorities or local police agencies. For purposes of reporting statistics on hazing the Act defines hazing 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, (1) that is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the University or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

The Act also requires the University to publish a Hazing Transparency Report and update the report at least twice per year, and provide campus-wide, research-informed hazing prevention training and awareness programs.

III. PREVENTION AND AWARENESS

The University is committed to preventing incidents of hazing by providing campus-wide annual hazing prevention and awareness training and programming to its students and employees. Awareness training shall include providing information on University policies, reporting mechanisms, and investigation processes. The University will also engage the campus community in prevention programs to include focus on areas such as bystander intervention, ethical leadership, and group cohesion.

IV. REPORTING INCIDENTS OF HAZING

Allegations of hazing should be reported as follows:

A. Employees and Students

Employees or currently enrolled University students who observe or who suspect, that hazing, as defined by this Policy, has occurred should immediately report such incidents to the Department of Police and Public Safety, the Director of Student Conduct, the Office of Risk and Compliance, or a Campus Security Authority (CSA).

Students who are victims of hazing should also immediately report the matter to the Director of Student Conduct, Office of Risk and Compliance, Department of Police and Public Safety, or a CSA.

B. Campus Security Authorities

CSAs are University employees responsible for student and campus activities outside of typical classroom instruction. These employees have a responsibility to report hazing allegations occurring on campus, whether anonymous or not, to the Department of Police and Public Safety and the Clery Compliance Officer. A list of CSAs may be found in the *Annual Security and Fire Safety report*.

C. Confidential Reporting

Individuals may confidentially report incidents of alleged hazing online at <https://cm.maxient.com/reportingform.php?FayettevilleStateUniv>. A detailed description of the incident the individual believes to be hazing should be provided. A confidential report may also be made by emailing the Director of Student Conduct at studentconduct@uncfsu.edu.

V. INVESTIGATIONS

Allegations of hazing involving a student or student organization shall be investigated in accordance with the *Code of Student Conduct*. All other hazing reports shall be investigated by the Office of Risk and Compliance. The University has adopted uniform Hazing Investigative Procedures which will be used to resolve hazing complaints.

VI. DISCIPLINARY ACTION AND SANCTIONS

After an investigation, if it is determined that a student, student organization, or employee has engaged in hazing resulting in a violation of this Policy, the University may consider disciplinary

action in the manner described below. It shall not be a defense in a University proceeding that the consent of the victim to participate was obtained, the conduct or activity that resulted was not part of an official organizational event, or was not otherwise sanctioned or approved by an organization, or the conduct or activity that resulted was not done as a condition of membership to an organization.

A. Students and Student Organizations

In accordance with the University's *Code of Student Conduct*, the Director of Student Conduct may initiate the student disciplinary process upon an allegation of hazing against a student or a student organization. Campus disciplinary procedures may be initiated, regardless of whether criminal prosecution occurs. In the case of criminal charges being filed, the Director of Student Conduct may immediately initiate the student disciplinary process, or may defer referral until the outcome of the criminal proceedings has been reported. If conviction of a criminal offense of hazing occurs, the recommended sanction may include expulsion.

A student or student organization found to have violated this Policy shall be subject to sanctions outlined in the *Code of Student Conduct*. Such sanctions may include, but are not limited to expulsion of an individual student or permanently revoking recognition of an organization.

B. Employees

The University may take appropriate disciplinary action against employees who have been found to have engaged in hazing as defined by this Policy. Such disciplinary action shall be implemented in accordance with the applicable employment policies and procedures that pertain to the affected employee.

An employee found to have violated this Policy shall be subject to disciplinary action up to and including dismissal from employment.