



HAZING INVESTIGATION PROCEDURES

Effective Date: May 30, 2025

Updated: September 1, 2026

I. AUTHORITY

Fayetteville State University's [Hazing Policy](#) prohibits hazing and outlines unacceptable conduct. These Investigation and Resolution Procedures apply to all reported or suspected hazing incidents. The Office of Risk and Compliance (ORC) is authorized to oversee the conduct of internal investigations into potential violations of University policies, regulations, and applicable state or federal laws.

II. INITIAL REVIEW AND ANALYSIS

For every report of an alleged or suspected violation of the Policy, the Office of Risk and Compliance will review the circumstances of the reported conduct to determine the following:

- Whether the University has jurisdiction over the parties involved;
- If the student(s)/student organization is not a member of the University community or is no longer affiliated with the University at the time of the report or at the time an investigation or Resolution Process is initiated (including if the student(s)/student organization has graduated or otherwise left the University), the University may be unable to take disciplinary action or conduct an investigation.
- If the alleged behavior(s) could constitute hazing as defined by the Policy.

If the Office of Risk and Compliance determines that the alleged conduct could constitute Hazing, as defined in the Policy, the Office of Risk and Compliance will proceed with the steps set forth in these Procedures.

III. NOTICE OF ALLEGATIONS AND INVESTIGATION

Following the initial analysis, the Office of Risk and Compliance (ORC) will determine whether the matter warrants further investigation or should be closed. If the office concludes that the complaint does not merit further investigation, the report will be closed.

If there is sufficient information to initiate an investigation, the students/student organization will be provided with written notice that includes the following:

1. Policy Documentation: A complete copy of the University's Hazing Policy and the applicable investigative procedures.
2. Summary of Allegations: Available details sufficient to enable the Student(s)/student organization(s) to respond to the allegations, including the identities of involved parties, the nature of the alleged conduct, and the date and location of the incident, to the extent such information is known.
3. Non-Retaliation Notice: A statement outlining the University's prohibition against retaliation.
4. Investigator Identification: The name and contact information of the assigned investigator(s).

In cases where there are substantiated safety concerns, the issuance of the written notice may be delayed. Such delays must be justified by an individualized safety and risk assessment. Regardless of any delay, the written notice must be provided to the student(s)/student organization(s) prior to their initial investigative interview to ensure adequate time for preparation.

IV. CONCURRENT PROCESSES

In some incidents, conduct may also constitute a violation of the law. The University's processes are separate from the criminal justice system, but the Office of Risk and Compliance and the Office of Student Conduct will work collaboratively with the Fayetteville State University Police Department or other law enforcement agencies, as appropriate.

In incidents where hazing allegations include reference to other violations of University Policy, for example, sexual misconduct, bias, or discrimination, the Office of Risk and Compliance will work collaboratively with other offices as appropriate.

Student Organizations and/or individuals may also be referred to other University administrative offices for further adjudication.

V. INVESTIGATION PROCEDURES

A. Standard of Proof

Fayetteville State University uses the preponderance of the evidence standard of proof when determining whether a Policy violation occurred. This means that the University will decide whether it is more likely than not, based upon the available information at the time of the decision, that the Student(s)/student organization has violated University policy.

B. Timeframe

Following the issuance of the written notice to all parties, the Office of Risk and Compliance will oversee an investigation to collect all relevant evidence pertaining to the alleged hazing. The duration of an investigation may vary based on the complexity and circumstances of the case.

C. Fair Notice and Equal Opportunity

During the investigation, the investigator will provide advance written notice to a party of the date, time, location, participants, and purpose of all meetings and investigative interviews pertaining to that party, with sufficient time for the party to prepare to participate. The investigator will provide an equal opportunity for the parties to be interviewed, to identify witnesses, and to present other evidence.

The investigator retains discretion to limit the number of witness interviews the investigator conducts if the investigator finds that testimony would be unreasonably cumulative, and/or, if the witnesses are offered solely as

character references and do not have information relevant to the allegations at issue. The investigator will not restrict the ability of the parties to gather and present relevant evidence on their own.

D. Documentation of Investigation

The investigator will take reasonable steps to ensure the investigation is documented. Interviews of the parties and witnesses shall be documented by the investigator's notes. After the evidence-gathering phase of the investigation is completed, the investigator will prepare a written investigation report that summarizes the investigation and including all the potentially admissible evidence that is relevant to the allegations in the Complaint.

VI. DETERMINATION OF RESPONSIBILITY

- A. **No Responsibility.** Should the investigation fail to establish sufficient evidence of a violation of the University's Hazing Policy, the hazing report will be closed without further action. Upon completion, the investigation report may be submitted to relevant University officials for review and any further action deemed appropriate.
- B. **Employee Responsibility.** Following completion of the investigation, the Office of Risk and Compliance will submit a report to the Office of Human Resources who will coordinate with the appropriate University official. Employee discipline will be in accordance with University personnel policies and procedures.
- C. **Student or Student Group Responsibility.** Following completion of the investigation, the investigator shall submit a report to the Director of Student Conduct who will determine whether to proceed with issuing a formal charge following the procedures outlined in the Code of Student Conduct. A determination of whether the Policy was violated will be made by the appropriate hearing body as outlined in the Code of Student Conduct. Student discipline shall be issued in accordance with the Code of Student Conduct.

VII. APPEAL

1. Employee Appeals.

The employee may appeal disciplinary action taken in response to a written decision of responsibility in accordance with the University's disciplinary action policy.

2. Student and Student Group Appeals.

Student and student group appeals may be made in accordance with the Code of Student Conduct.