

	CAU Administrative Policy
Policy Title	Anti-Hazing Policy
Policy Number	6.3
Effective Date	May 1, 2026

Responsible Office(s)	Office of Student Life; Athletics
Supporting Office(s)	Office of Human Resources; Office of Public Safety
Covered Individuals (check all that apply)	☒ Faculty ☒ Staff ☒ Students ☒ Vendors ☒ Volunteers/Visitors
Original Issue Date	May 1, 2026
Effective Date	May 1, 2026
Last Revised Date	n/a
Approved By	University President
Approval Date	May 1, 2026
Approver's Signature (if President)	

THE FOLLOWING SECTION IS FOR PLACEMENT ON THE UNIVERSITY'S WEBSITE

Anti-Hazing Policy

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I. POLICY STATEMENT

Georgia law (O.C.G.A. § 16-5-61) provides that it is unlawful for any person to haze any student in connection with or as a condition or precondition of gaining acceptance, membership, office, or other status in a student organization, and further states that any person who violates this law will be guilty of a misdemeanor of a high and aggravated nature. It is also unlawful for any student to aid or abet any other person or group in the commission of hazing. Therefore, the University expressly condemns hazing and prohibits any student organizations from hazing members, prospective members, or other persons seeking to obtain membership to or benefits from any of those organizations.

2. SCOPE

This policy applies to all student organizations, whether formally recognized or not, including informal groups, clubs, and associations affiliated with the University, and faculty and staff. This policy governs conduct occurring both on and off University-owned or controlled property.

3. LEGAL AND REGULATORY FRAMEWORK

This policy is guided by and intended to comply with all applicable federal, state, and local laws and regulations, as well as relevant professional or technical standards, including but not limited to the following:

- Georgia Law, O.C.G.A. § 16-5-61 (Max Gruver Act)

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- Stop Campus Hazing Act Amendment of the Jeanne Clery Campus Safety Act of 1990
- Clery Act reporting requirements
- University Code of Student Conduct
- NCAA Sport Science Institute guidance and NCAA health and safety expectations related to hazing prevention and the well-being of student-athletes.
- Applicable local, state, tribal, and federal criminal laws

4. **DEFINITIONS**

4.1 “Hazing”. Under Georgia law, “hazing” means any intentional or reckless act directed against a student, for the purpose of initiation, admission into, or continued membership in any student organization, that endangers the physical health of the student, or that involves coercing the student through the use of social or physical pressure to consume any food, liquid, alcohol, drug, or other substance that subjects the student to a risk of vomiting, intoxication, or unconsciousness, regardless of the student’s willingness to participate.

In addition to the Georgia definition, hazing also includes any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person (regardless of their willingness to participate) that is connected to initiation into, affiliation with, or maintenance of membership in a student organization, and that causes or creates a substantial risk of physical or psychological harm. Examples include, but are not limited to:

- whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on someone’s body, or similar activities;
- 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 or to endure brutality of a sexual nature;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct or an activity that creates a reasonable likelihood of bodily injury;
- any activity that adversely affects the dignity of an individual;
- exclusion from social contact or conduct that could result in extreme embarrassment; and
- 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.

Other examples of hazing include, but are not limited to:

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- a) Any activity which endangers or has the potential to endanger the physical health of participants, such as paddling, whipping, kicking, striking, beating, pushing, shoving, tackling, branding, and ordering calisthenics, paddling, branding, running, excessive exposure to the elements, forced consumption of food, liquor, or drugs (legal or illegal) or any other substances, sleep deprivation, forced exclusion from social contact, conduct which could result in any form of embarrassment, nudity, sexual harassment, kidnapping, quests, scavenger hunts, stranding, physical or psychological shock, car drops and activities causing mental or physical fatigue.
- b) Any activity which endangers or has the potential to endanger the mental health and/or academic performance of participants, such as not allowing adequate time for or interfering with academic commitments; activities conducted between the hours of 10 p.m. and 8 a.m.; and forced exclusion from social and/or verbal contact with any other individual.
- c) Any activity which has the potential to be frightening, morally compromising, degrading, unduly embarrassing, deceptive, or promoting servitude, such as throwing items at or on the participant; carrying items or wearing apparel which is undignified; public stunts, verbal harassment and berating; requiring the participant to yell when entering or departing a physical structure or in the presence of designated individuals; the designation of “pledge entrances” or “exits”; running personal errands or servitude; intentionally creating labor or clean-up work; scant clothing requirements or nudity at any time; and deception designed to convince the participant of impending pain, injury or non-initiation.
- d) Any activity which is in violation of any federal, state or local law or rule, or University policy.
- e) Any action or activity, whether conducted on or off University property, which is designed to, or has the reasonably foreseeable effect of humiliating, denigrating, offending, physically or mentally abusing, or exposing to danger a person, as a condition, directly or indirectly, of membership or benefits in a student organization or group.

4.2 “Student Organization”. An organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution. Examples include, but are not limited to, fraternities, sororities, athletic teams, bands, other recognized student organizations, persons or groups using University facilities, and individuals who are members of any such student organizations

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or who attend events or activities sponsored, organized or supported in any way by those organizations.

4. POLICY REQUIREMENTS

Recognized student organizations have an obligation to protect the welfare of their prospective and initiated members, guests, and the University during initiation activities. Every precaution must be taken to protect against University, individual, and organizational liability.

Violation of this policy by a student organization, student or employee shall subject such student organization, student or employee to the full range of disciplinary sanctions provided under the Code of Student Conduct (for students) and the Code of Ethical Conduct and applicable faculty and staff handbooks (for employees).

5. PROCEDURES AND INVESTIGATION GUIDELINES

5.1 Reporting Procedures. Individuals may report hazing to the Office of Student Conduct, submit an anonymous report via compliancehotline@cau.edu, or report in person to the Office of Student Life.

5.1.1 Amnesty: The University will extend amnesty from Student Conduct allegations and sanctions for minor alcohol or drug violations for reporting parties, witnesses, or respondents where disclosures are made in good faith in connection with a hazing report or investigation. Amnesty does not apply to serious allegations such as physical abuse or drug or alcohol distribution.

5.1.2 Retaliation and Interference: Retaliation against parties or witnesses and interference with investigations are prohibited and subject to disciplinary action.

5.2 Investigation Process. Reports will be reviewed by the Office of Student Conduct, in consultation with the Office of Public Safety and the Office of the General Counsel, to determine the appropriate response. Investigations may include information gathering, interviews, and consultation with University stakeholders. The investigator will submit findings and a Notice of Determination within a reasonable timeframe.

5.2.1 Consent to Hazing Not a Defense: No person may consent to participation in hazing activities nor release a group or any of its members, officers, employees, agents, co-participants, parents, organizations, or insurers from liability for injuries or damages sustained as a result of participation in hazing activities. A person's consent shall not release or minimize an organization's or person's liability to discipline due to violation of this policy.

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5.3 Disciplinary Sanctions. Student organizations may face sanctions from warnings to loss of recognition. Individual students may face sanctions from warnings to dismissal. Sanctions are based on severity, impact, and prior conduct history.

5.4 Appeals. Respondents may appeal within five (5) business days based on procedural irregularity or new information. A Notice of Final Appeal Determination will be issued. The appeal decision is final.

6. PREVENTION AND AWARENESS PROGRAMMING

The University will provide annual hazing prevention education, including ethical leadership, bystander intervention, and group cohesion strategies, incorporated into orientation and student organization training.

7. CAMPUS HAZING TRANSPARENCY REPORT (CHTR)

The University will publish a biannual Campus Hazing Transparency Report listing student organizations found responsible for hazing, excluding personally identifiable information.

8. RECORDS RETENTION

Hazing records will be retained for a minimum of five (5) years under the Max Gruver Act and seven (7) years to comply with Clery Act standards.

9. ROLES AND RESPONSIBILITIES

9.1 Office of Student Life. Responsible for intake, investigation, adjudication, sanctions, record retention, and reporting under this policy. Also responsible for prevention programming, training, oversight of student organizations, and cooperation with investigations

9.2 University Athletics. Responsible for prevention programming, education and training for coaches and student athletes, oversight of student organizations and teams housed in the Athletics Department, and cooperation with investigations.

9.3 Office of Human Resources. Responsible for coordination when faculty or staff are involved.

9.4 Office of Public Safety. Responsible for supporting investigations of hazing that may implicate criminal statutes, including Georgia law (O.C.G.A. § 16-5-61, Max Gruver Act). The Office of Public Safety provides investigative support to the Office of Student Conduct and Office of Human Resources (if applicable), coordinates with external law enforcement as

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appropriate, preserves evidence, and advises on safety and risk mitigation. The Office of Public Safety also prepares, maintains, and publishes the Campus Hazing Transparency Report (CHTR) in coordination with required University offices to ensure compliance with applicable federal and state reporting requirements.

10. RELATED RESOURCES

- Code of Student Conduct
- Office of Student Conduct
- Max Gruver Act (O.C.G.A. § 16-5-61) Resources
- Stop Campus Hazing Act

11. POLICY HISTORY

Original Issue Date: Unknown

Review History: May 1, 2026
