

Risk Management

Northwestern State University of Louisiana is committed to developing students through academic and co-curricular activities. Involvement in a student organization, performance group, or athletic team at Northwestern State University is a great opportunity to learn leadership skills, provide service to others, make lifelong friends, and positively influence the campus and Natchitoches communities.

Student organizations are expected to conduct activities and events in a manner which supports the educational mission of the University, as well as to comply with all federal, state, and local laws, and University policies and procedures. The University is committed to providing students and student organizations with policies and procedures that support low risk, healthy, and safe events on and off campus.

All events on campus or during organization-sponsored activities, or any event an observer would associate with the University and/or organization, including off-campus events, must be in compliance with the following policies for student organizations. Northwestern State University does not endorse student organization sponsored events held on or off campus, where alcohol is present. Northwestern State University assumes no legal responsibility or liability for the activities, on or off campus, of student organizations.

The purpose of these policies and procedures is to ensure that safety remains a top priority in planning and implementing events for student organizations.

Anti-Hazing Policy

Purpose

The purpose of this policy is to ensure that students at Northwestern State University are not subjected to any type of hazing when joining a fraternity or sorority, athletic team, performance group, or any other student organization.

Definition of Hazing

Hazing is defined as: any action taken or situation created intentionally or unintentionally - with or without consent - that endangers a student or creates risk of injury, produces mental or physical harm, embarrassment, harassment or ridicule - whether on or off campus - for the purpose of affiliation with, initiation into, or as a condition of continued membership in any student organization, performance group, or athletic team recognized by Northwestern State University.

Hazing Information

In accordance with the purpose and philosophy of The University of Louisiana System, Northwestern State University and the laws of the state of Louisiana, which include the belief that true fraternalism can be nurtured only in an atmosphere of social and moral responsibility and that hazing is inconsistent with the responsibility of recognized student organizations to conduct safe, constructive student education, and in order to eliminate the harmful practice of hazing in today's society, Northwestern State University adheres to the University of Louisiana System's policy on hazing, Section XXIV, and the Fraternity Executive Association's statement on hazing (also referred to herein as the Association or FEA Statement on Hazing).

Louisiana Law on Hazing

R.S. 1801 Hazing Prohibited: Hazing in any form, or the use of any method of initiation into fraternal or any organizations in any educational institution supported wholly or in part by public funds, which is likely to cause bodily danger or physical punishment to any student or other person attending any such institution is prohibited.

Fraternity Executive Association (FEA) Statement on Hazing

The Association defines hazing as any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations includes paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside the confines of the house; wearing, publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities, late work sessions which interfere with scholastic activities and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution.

It's Hazing

The following activities are unproductive and create hazardous situations – and have at one time or another been construed as acts of hazing. The list is not inclusive of all possible hazing violations. If in doubt about a current organization practice or tradition...ask!

- Assigning “pranks” such as stealing, defacing property, and harassing another organization
- Yelling, screaming or use of obscenities at new members
- Scavenger hunts
- Intimidation, threats and verbal hostility
- Sexually degrading activities, including stripping, simulation of sexual acts or sexually explicit cheers, chants and songs
- Pressuring an individual to get a brand, tattoo, or to shave his/her head
- Personal servitude of any kind
- Requirements that financially take advantage of a new member
- Any action or situation which subjugates an individual to a condition where he/she might tend to lose self-respect or suffer injury to personal or religious values
- The use of obscenities and vulgarities in dress, language or action
- The keeping of pledge books and/or forcing an individual to acquire members’ or alumni’s signatures
- Requiring an individual to memorize non-essential information
- Requiring calisthenics such as sit-ups, push-ups, runs or other forms of physically abusive exercise
- Morally degrading or humiliating games or any other activities that makes an individual the object of ridicule, amusement or intimidation
- Transporting individuals against their will, abandoning individuals at distant locations, or any other type of activity that might endanger or compromise the health, safety or comfort of an individual
- Forcing or requiring consumption of alcoholic beverages or any type of drugs
- Compelling individuals to engage in drinking games
- Forcing or requiring the consumption of distasteful food or other substances (raw eggs, insects, etc.)
- Paddle swats

- Restraining individuals or intentionally exposing them to extreme temperature, exposure to the elements or uncomfortable surroundings
- Conducting activities that interfere with an individual's academic efforts by causing exhaustion, loss of sleep, or loss of reasonable study time
- Activities that interfere with or prevent an individual from attending class
- Partial or total nudity at any time
- "Line-ups" involving intense or demeaning intimidation or interrogation, shouting, or insults
- Compelling individuals to wear or carry unusual or burdensome items
- Writing on members or on their clothes
- Dressing alike, specific costumes or clothing
- Activities which call for blindfolding, confinement, jumping from heights and other potentially dangerous activities
- Required road trips and kidnapping of associates or members
- Excluding an individual from social contact for any period of time

Where Hazing Begins

Still confused about hazing activities? Ask yourself these questions about each activity conducted by your organization:

- Would I feel comfortable participating in this activity if my parents were watching?
- Would I share this information with the Dean of Students?
- Could I defend this activity to the University President? A judge?
- Am I being asked to keep these activities a secret?
- Am I doing anything illegal?
- Does this activity promote the deals and values of the organization?
- Is it causing emotional distress or stress of any kind to myself or others?

Hazing Alternatives

Student organizations and activities should focus on the positive aspects of being involved on campus. When students join an organization they expect to find their "niche" on campus, make friends and learn new skills. Consider the following alternatives for engaging members and creating positive traditions for your organization:

- Develop leadership skills – involve all members in organizational committees and service events
- Get involved with NSU – encourage members to serve on Student Life Committees
- Participate in team building exercises such as ropes courses, chapter retreats and sporting events
- Serve the community – identify and host an annual signature community service or philanthropic event
- Take advantage of campus resources and established programs – participate in group activities at the Wellness, Recreational and Activity Center (WRAC), Intramurals, and the Recreational Complex
- Engage students with faculty members – invite faculty/staff members to conduct educational seminars and programs
- Introduce your members to other campus organizations

- Explore the Natchitoches community and connect with civic and non-profit charitable organizations

Anti-Hazing Resources

www.hazingprevention.org The website provides information on hazing prevention and awareness programs. A comprehensive listing of additional hazing resources can be found in the Resource Library and Links sections.

National Hazing Prevention Week: Observed on campus during the last week of September to help educate students, parents, and others about the dangers of hazing and effective prevention methods.

National Anti-Hazing Hotline: The Anti-Hazing Hotline number is **1.888.NOT.HAZE (1.888.668.4293)** and is in operation around the clock, every day of the year. The caller will be connected with a voice-mail service at the office of Manley Burke, a law firm in Cincinnati that publishes Fraternal Law, a newsletter that chronicles legal issues involving fraternities, sororities, and higher education. The law firm will forward reports of alleged hazing to the appropriate fraternity or sorority, whether or not it is a sponsor of the hotline, and will notify the authorities, if required by law.

Northwestern State University Student Affairs Staff: Need assistance with organizational programming and education? There are a number of resources available to student organizations: The Office of Student Activities, Counseling and Career Center, Student Services and Judicial Affairs, Office of Fraternity and Sorority Affairs. Let us help you plan successful programs and activities!

Dissemination of the Anti-Hazing Policy

- Students are expected to conduct themselves in a manner which supports the educational mission and function of the University at all times.
- Organization presidents must attend the Fall RSO Risk Management Workshop.
- Organization president must submit the Anti-Hazing Policy Compliance Form during the first two weeks of each academic year and within 10 days after the election or appointment of new officers.
- The president of each organization is responsible for providing a copy of the Northwestern State University Anti-Hazing Policy to all members.
- The chapter is responsible for educating all members and new members on all Risk Management Policies of the University, governing council (if applicable) and Inter/National Organization (if applicable).

Date Received: _____
Date Entered: _____

**Northwestern State University
Office of Fraternity & Sorority Life
Anti-Hazing Compliance Form**

We certify that all activities sponsored or required by our fraternity/sorority members for candidates for membership/new members comply with the Northwestern State University Anti-hazing Policy, and with the State of Louisiana Law.

We understand that failure to uphold the NSU Anti-Hazing Policy will result in referral to the Dean of Students and the Committee on Student Organizations for an organization violation of hazing and/or other applicable charges (the fraternity/sorority will face charges; and/or referral to the Office of Student Services and Judicial Affairs for an individual violation of the NSU (the individuals within the fraternity/sorority who haze will face charges).

Our signatures below certify the following:

- ✓ We have read and understand Northwestern State University's Anti-Hazing Policy
- ✓ We have read and understand the Louisiana Hazing Law
- ✓ We have read and understand our Inter/National Hazing Policy
- ✓ We verify that the above mentioned policies will be read to all chapter members
- ✓ We verify that all new members will receive a copy of all policies
- ✓ We verify that all activities sponsored or required by our chapter comply with all policies
- ✓ We agree that any incident of misconduct must be reported to the appropriate university officials
- ✓ We understand that our Inter/National Headquarters will be notified if there are any concerns or allegations of illegal intake/new member activities.

THIS FORM HAS BEEN READ BY ALL OFFICERS OF THE CHAPTER. WE UNDERSTAND AND AGREE TO ADHERE TO THE AFOREMENTIONED STATEMENTS.

Fraternity/Sorority Name

Individual Chapter Designation

Signature of Chapter President

Signature of Intake Chair/New Member Educator

Signature of Chapter Advisor

_____/_____/_____
Date

Office Title & Name

Signature

Office Title and Name

Signature