Hazing Prevention Strategies and Policy Statement

1. **Zero-Tolerance Policy on Hazing**. The College strictly prohibits any form of hazing by individuals or organizations affiliated with the institution, regardless of intent or consent.
2. **Compliance with the Alabama and Federal Law on Hazing**. The College adheres to all state anti-hazing statutes and federal regulations, including those outlined in the Clery Act and the Stop Hazing Act.
3. **Mandatory Education and Training**. All students, especially members of student organizations and athletic teams, must complete annual hazing prevention training as part of the College's orientation or ongoing education programs.
4. **Reporting Mechanisms**. The College provides confidential ways to report hazing incidents, including using the electronic Complaint Form or contacting the Office of the Director of Student and Campus Services at (334) 556-2587 or studentsuccess@wallace.edu.
5. **Investigation and Accountability**. All reports of hazing will be promptly investigated. Individuals and organizations found responsible will face disciplinary action, including possible suspension or expulsion.
6. **Amnesty for Reporting**. Students who report hazing in good faith may be granted amnesty for minor policy violations (e.g., alcohol use) that occurred in connection with the reported incident.
7. **Awareness Campaigns**. The College will host ongoing awareness campaigns, including workshops, speaker series, and/or social media outreach, to educate students on the dangers and signs of hazing.
8. **Primary Prevention Strategies**. Proactive strategies—such as leadership development, team-building alternatives, and bystander intervention training—are required for all recognized student groups.
9. **Organization Certification**. Student organizations must certify annually that they have reviewed and understand the College's anti-hazing policy and agree to uphold it.

HAZING POLICY STATEMENT

Purpose

Wallace Community College, Dothan ("The College") is committed to providing an environment for students, employees, and campus visitors that is free from all forms of hazing. Hazing violates College policy, federal and state law, and may lead to removal from school or termination of employment as well as personal liability—civil and criminal.

Definition

Hazing is defined 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, that—

1. 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 institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
3. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
4. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
5. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
6. causing, coercing, or otherwise inducing another person to perform sexual acts;
7. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
8. any activity against another person that includes a criminal violation of local, State, Tribal or Federal law; and
9. 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.

The term 'student organization' for the purposes of Student Conduct Code violations is defined as any College club, organization, or department that has been officially recognized by the College.

All members of the campus community have a duty to promptly report good faith concerns about potential hazing impacting another member of the campus community. Specifically, if any such individual holds firsthand knowledge about hazing, whether that hazing has already occurred or is set to occur in the future, they have a duty to make a reasonable effort to immediately report the hazing-related information as noted herein.

If the situation is an emergency and you or someone else needs immediate assistance, please contact the Campus Police at Wallace Campus (334) 798-1381 or Sparks Campus (334) 798-1228.

To report hazing that does not involve an emergency situation, please submit an electronic *Complaint Form*, found on the College's Web site under the page titled *Complaint and Disciplinary Procedures* or contact the office of the Director of Student and Campus Services at (334) 556-2587 or email Studentsuccess@wallace.edu).

Investigation Procedures

All reports of hazing incidents will be investigated and adjudicated in accordance with the College's *Complaint and Disciplinary Procedures*. The *Complaint Process* is outlined in the *Complaint and Disciplinary Procedures* on the College's Web page or by clicking here.

Disciplinary Action/Sanctions

If any person or persons is found to be responsible for hazing, disciplinary action shall be imposed. A list of possible disciplinary actions can be found in the *Complaint and Disciplinary Procedures*, under *Sanctions*.

Prohibition on Retaliation

It is a violation of College policies for a member of the campus community to retaliate against another individual who has made a good faith report of hazing, has been accused of a hazing incident, and/or participates in a hazing investigation.

Records Retention

All records relating to incidents of hazing will be retained in accordance with the College's Student Code of Conduct and/or Employee Conduct polices and the Jeanne Clery Campus Safety Act.

Additional Information

All hazing incidents will be reported in accordance with the Stop Campus Hazing Act, amendment to the Jeanne Clery Campus Safety Act. The term "student organization" for the purposes of reporting hazing incidents in the Annual Security Report crime statistics and reporting in the Campus Hazing Transparency Report only, is defined as 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.

Hazing Prevention Strategies relating to the College's prevention and awareness programs relating to hazing and primary prevention strategies intended to stop hazing before it occurs can be found on the College's web page titled *Complaint & Disciplinary Procedures* under the section titled *Hazing Prevention Strategies*.

Appendix A – Alabama Law on Hazing

Section 16-1-23

Hazing prohibited; penalty.

(a) Hazing is defined as follows:

(1) Any willful action taken or situation created, whether on or off any school, college, university, or other educational premises, which recklessly or intentionally endangers the mental or physical health of any student, or

(2) Any willful act on or off any school, college, university, or other educational premises by any person alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim, or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution or any assault upon any such students made for the purpose of committing any of the acts, or producing any of the results to such student as defined in this section.

(3) The term hazing as defined in this section does not include customary athletic events or similar contests or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization. The term hazing does not include corporal punishment administered by officials or employees of public schools when in accordance with policies adopted by local boards of education.

(b) No person shall engage in what is commonly known and recognized as hazing, or encourage, aid, or assist any other person thus offending.

(c) No person shall knowingly permit, encourage, aid, or assist any person in committing the offense of hazing, or willfully acquiesce in the commission of such offense, or fail to report promptly his knowledge or any reasonable information within his knowledge of the presence and practice of hazing in this state to the chief executive officer of the appropriate school, college, university, or other educational institution in this state. Any act of omission or commission shall be deemed hazing under the provisions of this section.

(d) Any person who shall commit the offense of hazing shall be guilty of a Class C misdemeanor as defined by Title 13A.

(e) Any person who participates in the hazing of another, or any organization associated with a school, college, university, or other educational institution in this state which knowingly permits hazing to be conducted by its members or by others subject to its direction or control, shall forfeit any entitlement to public funds, scholarships, or awards which are enjoyed by him or by it and shall be deprived of any sanction or approval granted by the school, college, university, or other educational institution.

(f) Nothing in this section shall be construed as in any manner affecting or repealing any law of this state respecting homicide, or murder, manslaughter, assault with intent to murder, or aggravated assault.

(Acts 1981, No. 81-824, p. 1466, §§ 1-6.)