



HOLMES UNIVERSITY FLORIDA

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PD78 – Anti-Hazing Policy

Policy Code	PD78
Policy Title	Anti-Hazing Policy
Domain	F – Health and Safety
Internal Ref	F.78
Jurisdiction	Florida, United States – Holmes University Florida (HUF)
Version	1.0
Policy Owner	Director of Risk and Compliance, Holmes University Florida
Approved By	Holmes University Florida Board of Directors

1. Related Policies

- PD13 – Student Charter (Florida)
- PD7 – Disciplinary Policy and Procedures (Florida)
- PD15 – Safeguarding and Child Protection Policy (Florida)
- PD25 – Critical Incident Policy and Procedures (Florida)

2. Purpose and Scope

- 2.1** Holmes University Florida (HUF) has a zero-tolerance approach to hazing. This policy protects the health, safety and dignity of students and applies to all students, to any registered or recognized student organization, and to staff and visitors participating in HUF activities, whether on or off campus. It is administered consistent with Florida's anti-hazing law (Section 1006.63, Florida Statutes, including the amendments commonly known as "Andrew's Law").

3. Definition

- 3.1** Hazing means 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, initiation into, admission into, affiliation with, or continued membership in any organization operating under the sanction of a postsecondary institution. Hazing includes, without limitation:
- Pressuring, coercing or forcing a student to violate federal or Florida law;
 - Forced or coerced consumption of any food, liquid, alcohol, drug or other substance;
 - Brutality of a physical nature, such as whipping, beating, branding, or exposure to the elements;
 - Forced physical activity, or confinement, that could adversely affect the physical health or safety of the student; and

- Any activity that would subject the student to extreme mental stress, such as prolonged sleep deprivation, forced exclusion from social contact, or conduct that could result in extreme embarrassment.
- 3.2** Hazing does not include customary athletic events or other similar contests or competitions, or activity that is a normal and legitimate requirement of an educational program.
- 3.3** Consistent with Florida law, it is not a defense to a charge of hazing that the student consented to the conduct, that the conduct was not part of an official organizational event or was not otherwise sanctioned or approved by HUF, or that the conduct was not a condition of membership in an organization.

4. Prohibition, Reporting and Amnesty

- 4.1** Hazing in any form is strictly prohibited regardless of the willingness of a participant. Any person who becomes aware of hazing, or of a hazing-related emergency, should report it immediately to the President or designated contact, or to campus security; in a medical emergency, call 911 first. HUF encourages the prompt seeking of medical assistance and, consistent with Section 1006.63, Florida Statutes, a person who in good faith seeks medical assistance for a person experiencing a hazing-related emergency - and the person on whose behalf assistance is sought - may be eligible for amnesty from HUF conduct sanctions and, in the circumstances defined by the statute, from prosecution. HUF protects good-faith reporters from retaliation.

5. Investigation, Sanctions and Criminal Liability

- 5.1** HUF investigates suspected hazing under the Disciplinary Policy (PD7) with due process. Sanctions for students may extend up to expulsion, and a student organization found to have engaged in or condoned hazing may have its recognition suspended or withdrawn. Hazing may also be a criminal offense under Florida law - a first-degree misdemeanor, or a third-degree felony where it results in permanent injury, serious bodily injury or death - and HUF reports suspected criminal conduct to law enforcement. HUF promotes awareness and prevention through education and reviews this policy periodically.

Document Control

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