



Policy 01:110 - Hazing

1. Purpose

The University of Montevallo is committed to providing an environment free of hazing for all students, faculty, staff, and guests. Hazing violates University of Montevallo Policy, and federal and state law. This Policy is to define Hazing, inform the University community how to report hazing, outline the process the University uses to investigate such incidents of hazing, and inform the University Community on the applicable State Law related to Hazing.

2. Scope

This policy applies to all University faculty, staff, students, alumni, guests, visitors, and student groups.

3. Prohibition on Hazing

Hazing is prohibited at the University of Montevallo, in accordance with federal and state law. The University of Montevallo defines hazing as an act that intentionally, knowingly, and/or recklessly causes or creates an unreasonable risk of harm of physical or psychological injury as a condition for initiation or admission into, affiliation with, or continued membership in a group or organization. Hazing is punishable whether it occurs on or off University property and regardless of a person's "consent" to such conduct. Additionally, any such conduct that violates state law, or failing to report hazing incidents are punishable under this policy.

Hazing may include but is not limited to the following:

- a. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- b. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- c. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- d. Causing, coercing, or otherwise inducing another person to perform sexual acts;
- e. Causing, coercing, or otherwise inducing another person to participate in humiliating activities, e.g., line-ups, scavenger hunts, or personal servitude.
- f. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- g. Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and/or
- h. 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.

4. Reporting Incidents of Hazing

- a. Individuals with knowledge of hazing are required by Alabama State Law to promptly report. Options for Reporting include:
 - i. For incidents in progress or emergencies, contact the University of Montevallo Police Department at (205) 665-6500 or by dialing 911.
 - ii. For incidents that have occurred fill out a [Hazing Reporting Form](#) via Maxient. This form will be received by the Office of Student Conduct.

5. Investigation Process

Any report of an alleged act of hazing will be reviewed by the appropriate office. For cases where the alleged is a student or student organization, that shall be the Office of Student Conduct. For cases where the alleged is an employee of the University, that shall be the Office of Human Resources. Upon a determination by the appropriate office that a policy violation may have occurred, that office shall investigate the allegations as outlined by their policy. In cases where the alleged acts of hazing may also be a violation of Alabama State Law, the University of Montevallo Police Department shall be notified.

6. Alabama State Law

Hazing as defined by the State of Alabama is addressed in [§16-1-23](#).

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

7. Prevention and Awareness Programs

The University will educate the campus at large through various research-informed prevention programs through targeted marketing and training.

8. Exclusions

This policy is not intended to prohibit the following conduct:

- a. Customary public athletics events, contests, or competitions that are sponsored by the university and/or supervised practices associated with such events.
- b. Any activity or conduct that can be demonstrated to further the goals of a legitimate educational activity as defined and approved by the University.