

**ELIZABETH CITY STATE UNIVERSITY**  
**Campus Anti-Hazing Policy**

**Preamble**

This policy applies to all people (person, student organization, student group, athletic team, other group, or club of any kind). Elizabeth City State University prohibits not any of its alumni, associates, potential new members, new members, current members, or others affiliates of organizations, teams or groups to participate in any form of hazing.

**DEFINITIONS:**

- A. Hazing is defined as any intentional, known 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:
- i. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
  - ii. 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, but not limited to:
    - 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. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
    - f. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
    - g. 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.

B. Notwithstanding any other definition for “student organization” in any other university policy, as it relates to this Hazing policy, Student Organization is defined as the following:

- i. An organization at an institution of higher education including, but not limited to, a social or academic club, society, association, athletic team, club sports team, fraternity, sorority, band, choral group, or student government, is one 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 or registered by the institution.

## **1. NORTH CAROLINA LAW**

A. Hazing is prohibited by North Carolina law which states as follows:

- ii. NCGS §14-35. Hazing; Definition and Punishment: It is unlawful for any student in attendance at any university, college, or school in this State to engage in hazing, or to aid or abet any other student in the commission of this offense. For the purpose of this section hazing is defined as follows: “to subject another student to physical injury as part of an initiation, or as a prerequisite to membership, into any organized school group, including any society, athletic team, fraternity or sorority, or other similar group. Any violation of this section shall constitute a Class 2 misdemeanor.
- iii. NCGS §14-38. Witnesses in Hazing Trials: In all trials for the offense of hazing, any student or other person subpoenaed as a witness on behalf of the State shall be required to testify if called upon to do so: Provided, however, that no student or other person so testifying shall be amenable or subject to indictment on account of, or by reason of, such testimony.

## **2. REPORTING INCIDENTS OF HAZING**

- A. A faculty member, staff member, currently enrolled ECSU student or any other person who observes the physical or psychological abuse or intentional public embarrassment of any student or students should immediately report the matter to the Office of the Dean of Students or to the Department of Police and Public Safety.
- B. Students who are the victims of such behavior should also immediately report the matter to the Office of the Dean of Students or to the Department of Police and Public Safety. Those offices are charged to take appropriate action to respond to such a report.
- C. Under the Clery Act those persons designated as Campus Security Authorities are required to report any allegations or suspicions of hazing.
- D. Students and employees who know, or suspect, that hazing has taken place are strongly encouraged to report it. Individuals may confidentially report such information by doing the following:
  - i. providing a detailed description online at

([https://cm.maxient.com/reportingform.php?ElizabethCityStateUniv&layout\\_id=3](https://cm.maxient.com/reportingform.php?ElizabethCityStateUniv&layout_id=3))  
of the incident the individual believes to be hazing.

- ii. providing such information to the Dean of Students via the form attached to the Policy as Attachment A.

### **3. PREVENTION AWARENESS PROGRAMS**

The University provides mandatory anti-hazing training bi-annually. All members, potential members, and organization advisors must participate in these workshops prior to being authorized to conduct any intake process. However, this training is open to all members of the campus community.

- A. The Office of the Dean of Students. The Office of the Dean of Students facilitates training workshops for members of athletic teams and residential life staff annually regarding expectations and penalties for violating the Student Code of Conduct and related policies.
- B. The University has annual Clery training that includes reporting requirements related to the Stop Campus Hazing Act.

### **4. DISCIPLINARY PROCESS**

As per the University's Code of Student Conduct, the Dean of Students may invoke the student disciplinary process upon an allegation of hazing. Campus disciplinary procedures may be initiated, regardless of whether criminal prosecution occurs. The Dean of Students may immediately refer the matter to the campus disciplinary process, or may defer referral until the outcome of the criminal proceedings has been reported. The campus disciplinary sanctions are considered separate from criminal proceedings. If found responsible, students may be sanctioned, regardless of any pending criminal, or external determinations. At the sole authority of the University Chancellor, students who are found responsible may be expelled from the University.

### **5. VIOLATIONS AND SANCTIONS**

Any student(s), student group(s), or student club(s)/organization (which are affiliated with the University, on campus or off-campus, that are found responsible for hazing will be subject to appropriate sanctions by the University, which may include, but not be limited to the following and other appropriate sanctions as outlined in the Code of Student Conduct:

- A. counseling,
- B. disciplinary probation,
- C. social suspension,
- D. suspension of charter,
- E. restrictions on member recruitment and/or group activity,
- F. removal of the offending individual from the group,
- G. rescission of permission for the University sanctioned group to operate on campus or

- individual probation,
- H. suspension, or
- I. Expulsion.

## **6. CAMPUS SECURITY OFFICIALS**

- A. Under the Clery Act, Campus Security Authorities (CSAs) are individuals and organizations on campus who are required to report certain crimes to the institute's reporting structure. Campus Security Authorities are any individuals involved with campus law enforcement, security, or any individuals with significant responsibility for student and campus activities.
- B. Campus Security Authorities include, but are not limited to: all campus police officers and security personnel, including sworn and non-sworn and contractors as well as Vice Chancellors, Assistant and Associate Vice Chancellors, Dean of Students, and all Office of the Dean of Students and Office of Student Engagement staff, academic advising and tutoring staff, Office of Student Accessibility staff, Residence Hall Assistants, Directors Housing and Residential Life and Transportation staff, Coaches and Athletic Directors, Title IX Coordinators and other Title IX Officials, Student Organization Advisors, Victim Advocates, faculty and staff who travel with students, any ECSU employee responsible for coordinating or supervising clinical education experiences, practicum and/or internships, and any other individuals specified by in the institution .

## **7. INVESTIGATING VIOLATIONS**

Individual or organizational violations will be immediately investigated and, if found responsible, issued sanctions of suspension in accordance with applicable policy. Additional sanctions may be appropriate depending on the severity of the violation.

All sanctions imposed by the University do not absolve the student(s), group(s) of students, or student club(s)/organization(s) from any penalty imposed for violation of criminal laws of the State of North Carolina. It shall not be a defense that the consent of the victim to participate was obtained, the conduct or activity that resulted was not part of an official University organizational event or was not otherwise sanctioned or approved by the University organization or the conduct or activity that resulted was not done as a condition of membership to a University organization.

## **8. EMPLOYEES INVOLVED IN HAZING INCIDENTS**

If an employee is found to be involved or reported to be a participant in any alleged hazing, the investigative process and any subsequent disciplinary sanctions shall be governed by the employee handbook and/or any relevant ECSU policies and procedures.

*This policy is effective as of June 23, 2025.*