


New Policy

Establishes a university-wide policy, as required by the Stop Campus Hazing Act, against hazing that applies to students and employees, and sets forth the manner in which individuals can report hazing incidents.

	<p style="text-align: center;">NORTH CAROLINA A&T STATE UNIVERSITY</p> <p style="text-align: center;">CHAPTER 400 – SAFETY AND HEALTH</p> <p style="text-align: center;">UNIVERSITY POLICY 413, HAZING PREVENTION POLICY (INTERIM)</p>
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SECTION 413.1 POLICY STATEMENT

North Carolina Agricultural and Technical State University (“N.C. A&T” or “University”) prohibits hazing, solicitation to engage in hazing, and any conduct that aids, abets, assists, or supports another in hazing.

SECTION 413.2 PURPOSE

The purpose of this policy is to prevent hazing in all forms, promote the safety and well-being of NC A&T’s students, employees, and visitors, and affirm the institution’s commitment to a respectful and inclusive campus environment. This policy shall be prominently published on the University’s website, included in student and employee handbooks, and incorporated into all relevant orientation and onboarding materials.

SECTION 413.3 SCOPE

This policy applies to all members of the University community, including students, faculty, staff, groups, organizations, and visitors. This Policy is not intended to prohibit or sanction:

- (1) Customary University-sponsored public athletic events, contests, or competitions;
- (2) Any activity or conduct that furthers the goals of a legitimate educational curriculum, a legitimate extracurricular program, or a legitimate military training program; or
- (3) Rights (including remedies or procedures) available to individuals under the Constitution of the United States or other federal laws that establish protections for freedom of speech or expression.

SECTION 413.4 DEFINITIONS

- (1) “Campus Security Authorities (CSAs)” means the mandatory security authorities as defined by the Jeanne Clery Campus Safety Act (“Clery Act”).
- (2) “Hazing” under North Carolina law means 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.” NC A&T

further defines hazing to mean 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 willingness to participate, that is committed in the course of an initiation into, an affiliation with, or the maintenance of a membership, in a student organization (e.g. club, athletic team, fraternity, or sorority); and causes or creates a risk above the reasonable risk encountered in the course of participation in the institution of higher education or organization, of physical or psychological injury and causes or is likely to cause physical injury, emotional distress, embarrassment, humiliation, degradation, or the violation of dignity through means such as forced consumption, exposure to harmful environments, sleep deprivation, or coercive behavior.

- (3) Organization means an organization of the University in which two or more of the members are enrolled students, whether or not the organization is established or recognized by the University or a group affiliated with the University, and whose membership consists primarily of students enrolled at the University. Organizations include associations, clubs, cooperatives, corps, orders, and societies such as an athletic team, club sports team, band, student government, fraternity, sorority, or other similar group.

SECTION 413.5 CONSENT NOT A DEFENSE

It is not a defense to hazing or violation of this policy that the target of the hazing consented or acquiesced to the activity or assumed the risk.

SECTION 413.6 REPORTING INCIDENTS OF HAZING

- (a) All members of the University community share a responsibility to protect the health and safety of others by reporting known or suspected incidents of hazing. Reports should be submitted promptly upon gaining knowledge of the incident, but no later than 24–48 hours. Reports may be submitted to the University’s online reporting tool, or directly to the University Police Department, Dean of Students Office, Office of Student Activities and Campus Involvement, Office of Fraternity and Sorority Engagement, Office of Title IX Compliance, or Division of Human Resources (employee misconduct)
- (b) In accordance with federal law, Campus Security Authorities (CSAs) are required to report incidents that constitute Clery-reportable crimes, including certain hazing-related behaviors, for inclusion in the University’s Annual Security Report. Failure to report hazing, particularly by individuals in positions of authority or designated reporting roles, may result in disciplinary action consistent with university policies and procedures.
- (c) Failure to report hazing as required by this policy may result in disciplinary sanctions, up to and including termination for employees, loss of recognition for organizations, and expulsion for students, subject to applicable disciplinary procedures

SECTION 413.7 CAMPUS HAZING TRANSPARENCY REPORT

- (a) Pursuant to the Stop Campus Hazing Act, N.C. A&T will disclose all hazing incidents reported to Campus Security Authorities (CSAs) or local law enforcement in its Annual Security & Fire Safety Report (ASFR). Disclosures shall include the name of the student organization involved, the date of the report, a general description of the violation, and any disciplinary sanctions imposed as a result.
- (b) Beginning October 1, 2026, and by March 1 annually thereafter, the Campus Hazing Transparency Report shall be published on the University website and accessible to the public. The report will summarize substantiated hazing incidents involving student organizations, including violation type, resolution date, and outcomes or sanctions.

SECTION 413.8 TRAINING AND EDUCATION

Section 413.8.1 Educational Programming for Students

- (a) NC A&T must provide students with an educational program on the dangers of and prohibition on hazing, which shall include information regarding hazing awareness, prevention, intervention, this policy prohibiting hazing, and the website with additional information and resources on hazing prevention and reporting.
- (b) The educational program may be offered in person or electronically and must be incorporated as part of new student orientation and posted on the University's website.

Section 413.8.2 Educational Programming for Faculty and Staff

- (a) NC A&T will provide hazing prevention education on the signs and dangers of hazing and the university's prohibition on hazing to faculty, staff, and student employees who have direct ongoing contact with students in a supervisory role or position of authority.
- (b) The educational programming for employees may be offered in person or electronically, and shall be provided to applicable faculty, staff and student employees at the beginning of each academic year and for new employees at their orientation or onboarding.

SECTION 413.9 RETALIATION PROHIBITED

Retaliation against any employee, student, or other member of the campus community who, in good faith, reports a violation of this policy is prohibited. Retaliation against any person who has supported or participated in any investigation into potential violation of this policy is also prohibited. Violations may result in discipline according to the applicable disciplinary policy based on classification, civil liability, arrest, criminal prosecution and liability, or trespass from property owned, operated, or controlled by NC A&T.

SECTION 413.10 INVESTIGATION AND RESOLUTION

Upon receipt of a hazing report, the appropriate University office (e.g., Student Conduct, Human Resources, or Title IX) will initiate a prompt, fair, and impartial investigation. Investigations will be completed within a reasonable timeframe and may result in disciplinary action, organizational sanctions, or referrals to law enforcement. Both complainants and respondents shall be informed of the outcome and have the right to appeal in accordance with University procedures.

POLICY HISTORY:

Approved as Interim, Eff. July 7, 2025

AUTHORITY: Chancellor

POLICY OWNER: Vice Chancellor for Student Affairs

RESPONSIBLE OFFICES: Student Conduct and Clery Compliance

RELATED RESOURCES:

[Stop Campus Hazing Act \(S.2901, H.R. 5646\)](#)

[Jeanne Clery Campus Safety Act](#)

[UNC Policy Manual 700.4.1 \(Policy on Minimum Substantive and Procedural Standards for Student Disciplinary Proceedings\)](#)

[N.C. A&T Student Code of Conduct](#)

North Carolina General Statute, [N.C. Gen. Stat. § 14-35 et. seq.](#)

Cyberbullying, [N.C. Gen. Stat. § 14-458.1](#)

Stop Hazing Resources, <https://stophazing.org/resources/toolkits-guides/>

Hazing Prevention Institute, hazingpreventionnetwork.org