



Central Alabama Community College

Hazing Policy

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

Policy

CACC is committed to maintaining a supportive, educational environment that seeks to enhance the well-being of all members of its community. This commitment reflects the institution's adherence to its mission, to its various policies supporting its mission, and to relevant state and federal laws. Consistent with that commitment, the College has implemented the following policy on hazing.

Prohibition on Hazing

Simply defined, hazing includes any act that threatens or inflicts physical, emotional, or psychological pressure or injury on an individual or that purposely demeans, degrades, or disgraces an individual. The College does not condone hazing, regardless of its form. Indeed, hazing is prohibited by the College's Student Code of Conduct and is considered a crime in the State of Alabama under Alabama Code §16-1-23. No individual shall directly engage in hazing or indirectly encourage, aid, or assist any other person in hazing. All students and other College representatives, including employees, should immediately report known or suspected hazing violations as directed therein.

An individual commits hazing by intentionally, knowingly, or recklessly causing, coercing, or forcing another individual to engage in or endure any of the following for the purpose of pre-initiation or pre-pledging activities, pledging, initiating, holding office, admitting or affiliating into or with an organization, or for the purpose of continuing, reinstating, or enhancing an individual's membership or status in an organization:

1. Conduct or conditions that violate College policy or local, state, or federal law.
2. Physical brutality or any other conduct or conditions that pose a substantial risk of physical injury or death, including, but not limited to, whipping, striking, punching, beating, paddling, electric shock, placing harmful substances on the body, excessive exercise or calisthenics, branding, or exposure to the elements.
3. The consumption of any food, alcohol, drug, non-alcoholic liquid, or other substance that could adversely affect the physical health or safety of the individual.
4. Sexual misconduct, harassment, assault, humiliation, or brutality, such as forced nudity or an act of sexual penetration, or both.
5. An unreasonable act of forced servitude, restraint, including confinement, or sleep deprivation.

6. Any activity that would subject the individual to extreme mental stress, such as forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the individual.

For the purposes of this Policy, “organization” means any formal or informal fraternity, sorority, association, corporation, order, society, corps, student organization (registered or not), cooperative, club, service group, social group, band, spirit group, athletic, welding, or machinist team, or similar group whose members are primarily students at, or former students of, the College.

This Policy does not apply to reasonable and customary athletic, law enforcement, or military training, testing, competitions, or events, or to other similar events sanctioned by the College.

Reporting Hazing

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.

An individual with a duty to report a specific hazing incident or concern may be immune from College sanctions that might otherwise be imposed as a result of the reported hazing incident if the individual:

1. Immediately provides a full report of all known information upon learning that hazing will occur or has occurred;
2. Makes a reasonable effort to stop the hazing if it is planned or in progress, which, among other things, may include immediately reporting the situation;
3. Participates in good faith with:
 - a. Any College or law enforcement agency investigation regarding the incident, and
 - b. Any judicial proceeding resulting from a report of hazing.
4. If the reporting individual is present at the scene of the hazing and the individual who is a victim requires medical attention:
 - a. The reporting individual immediately takes steps to get the victim assistance from appropriate medical personnel; and
 - b. The reporting individual remained with and assisted in good faith the individual requiring assistance until such medical personnel arrived.

If the situation is an emergency and you or someone else needs immediate assistance, please contact 911 to provide location and nature of the emergency.

To report hazing that does not involve an emergency situation, please provide specific information about the hazing incident to any of the following:

- The Central Alabama Community College Police Department (CACC PD):
 - Chief of Police – (256) 215-4360 (office)

- Alexander City Campus – (256) 307-6849
 - Childersburg Campus – (256) 307-8003
 - Prattville Campus – (334) 312-0586
 - Talladega Center – (256) 307-0432
- The Dean of Students by submitting the online Hazing Reporting Form to deanofstudents@cacc.edu.

Investigation Procedures

All reports of hazing incidents will be investigated and adjudicated in accordance with the College's policies and procedures outlined in the Student Code of Code and/or Employee Handbook.

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 College's Student Code of Conduct and/or Employee Handbook.