

Campus Hazing Policy

Spelman College is committed to full compliance with all applicable state and federal laws, including the Jeanne Clery Campus Safety Act (Clery Act), the Stop Campus Hazing Act (SCHA), and the Max Gruver Act. In alignment with our values of sisterhood, integrity, and community accountability, this policy establishes a consistent and transparent framework for the prevention, reporting, investigation, and resolution of hazing-related incidents. Spelman is dedicated to fostering a safe and respectful campus environment where every student can thrive free from harm or coercion.

Spelman College strictly prohibits hazing in all forms. As an institution grounded in the values of sisterhood, respect, and accountability, Spelman is committed to taking immediate and appropriate action in response to all reported incidents of hazing. The College maintains a zero-tolerance policy to ensure the safety, dignity, and well-being of every student.

Institutional Response

All allegations of hazing at Spelman College will be addressed promptly through a coordinated and comprehensive response involving the appropriate College offices, including the Division of Student Affairs, Public Safety, and the Office of Student Life and Engagement. Each report will be carefully assessed on a case-by-case basis to determine whether the violation stems from individual misconduct, organizational misconduct, or both.

When organizational responsibility is substantiated, Spelman College reserves the right to impose sanctions against the student organization, its officers, or both, in accordance with the Student Code of Conduct, the Office of Student Life and Engagement policies, and other applicable institutional guidelines.

Alleged violations of this policy by students and/or student organizations will be adjudicated in accordance with the procedures and standards outlined in Spelman's Student Code of Conduct. Individuals or organizations found responsible for hazing may be subject to disciplinary actions, including suspension, probation, loss of recognition, or permanent removal from the College community.

All students subject to disciplinary action under this policy will be afforded the rights and procedural protections guaranteed by the Student Code of Conduct, including the right to a fair and impartial process.

Alleged violations of this policy by staff members will be reviewed in accordance with the College's Human Resources policies and Employee Handbook. Alleged violations by faculty members will be handled in accordance with procedures outlined in the Faculty Handbook and relevant academic policies.

State and Federal Requirements

In compliance with the **Max Gruver Act (Georgia SB 85)**, **Spelman College** will publicly disclose the outcomes of administrative adjudications related to hazing, as well as hazing-related criminal convictions. This information will be posted within **15 calendar days** of the final adjudication or public notice of conviction. The published records will include the **name of the student organization involved**, the **date(s) of the incident(s)**, and a **summary of findings**, including any hazing-related violations, imposed sanctions,

adjudications, and/or convictions.

Spelman College will collect and publish statistics on hazing incidents in the **Campus Hazing Transparency Report (CHTR)**. This report will contain all information required under the Max Gruver Act, including:

- The date the investigation was initiated
- The date the investigation concluded
- The date on which the student organization received notice of the violation
- A summary of findings and any additional context deemed necessary by the College

The **Office of Student Life and Engagement (OSLE)**, in collaboration with the **Office of the Dean of Students**, will ensure that the CHTR is **published in a prominent location** on the College's website and **updated at least twice each academic year**. Upon publication, Spelman will **notify all students, faculty, and staff** via email with a direct link to the report to ensure full awareness and transparency.

Spelman will also report hazing statistics collected by the **Department of Public Safety** in both its **Daily Crime Log** and **Annual Security Report**, as required by federal law.

In compliance with the **Family Educational Rights and Privacy Act (FERPA)**, the CHTR will not include **personally identifiable student information**. Hazing records will be maintained for a **minimum of five (5) years** from the date of each update.

Retaliation

Spelman College strictly prohibits retaliation against any individual who, in good faith, reports a suspected hazing incident or who participates in an investigation, adjudication, or resolution process related to such a report. Retaliation is considered a serious violation of College policy and may result in disciplinary action, regardless of the outcome of the original hazing allegation.

Retaliatory conduct includes, but is not limited to:

- Verbal or implied threats
- Physical or psychological intimidation
- Harassment (in person, written, or digital)
- Social or academic exclusion
- Any behavior intended to create a hostile, fearful, or coercive environment for the reporting party or any participant in the investigation process

All allegations of retaliation will be promptly investigated and addressed in accordance with the Spelman College Student Code of Conduct, and where applicable, the Employee and Faculty Handbooks. Spelman remains committed to fostering an environment where students, faculty, and staff can report concerns without fear of reprisal, in alignment with the College's core values of integrity, justice, and respect for others.

This policy applies to all members of the College community, including students, faculty, and staff as well as contractors, vendors, visitors, and guests.

Hazing Policy Terms

At Spelman College, hazing is strictly prohibited and is defined as any intentional, knowing, or reckless act, whether committed individually or in concert with others, against another person or group of persons—regardless of their willingness to participate—that:

Is committed in connection with an initiation into, affiliation with, or continued membership in any student organization or College-affiliated group, and creates or contributes to a risk of physical or psychological harm beyond what is considered a reasonable part of participation in College or organization activities.

Hazing may include, but is not limited to, the following prohibited behaviors:

- (a) Whipping, beating, striking, shocking, branding, placing a harmful substance on the body, or engaging in similar acts of physical aggression or abuse.
- (b) Causing, coercing, or pressuring someone to endure sleep deprivation, exposure to extreme weather, confinement in small spaces, or participation in strenuous physical activities.
- (c) Forcing, coercing, or encouraging someone to consume food, liquid, alcohol, drugs, or any other substances, especially in excessive or unsafe amounts.
- (d) Pressuring, coercing, or manipulating someone to perform sexual acts or engage in sexually explicit conduct.
- (e) Using threats, intimidation, or conduct that places a person in reasonable fear of bodily harm or emotional distress.
- (f) Engaging in conduct that violates local, state, tribal, or federal laws.
- (g) Requiring or inducing a person to perform acts that result in a violation of criminal law or institutional policy.

Spelman College is committed to maintaining a safe, respectful, and empowering campus environment. Any activity or tradition—regardless of intent—that compromises the health, dignity, or legal rights of students is strictly forbidden and will be met with disciplinary action.

School/Student Organization

A Student Organization at Spelman College refers to any group—formal or informal—comprised of ten (10) or more enrolled students or alumnae including local affiliates, that may operate with or without official recognition from the College. This includes, but is not limited to: clubs, academic or professional societies, associations, or sororities, student government bodies, musical ensembles (e.g. choir), residential groups, and other student-led groups or organizations affiliated with the Spelman community.

Whether officially chartered or informally organized, all student organizations are expected to uphold the values, policies, and community standards of Spelman College, including the College's strict prohibition against hazing.

Reporting

Any person who has knowledge of any activity or conduct which may constitute hazing can report their concerns to the following offices:

Dean of Students Office

- Online: https://cm.maxient.com/reportingform.php?SpelmanCollege&layout_id=0
- Email: deanofstudents@spelman.edu
- Phone: 404-270-5242

Spelman College Public Safety

- Email: publicsafety@spelman.edu
- Phone: 404-525-6401

Reports may be submitted confidentially or anonymously and will be reviewed and investigated promptly.

Investigative Process

Students: Upon receipt of a hazing report, the Dean of Students office will promptly begin an investigation. The investigation will be conducted in accordance with procedures outlined in the Spelman College Student of Conduct.

Employees: Upon receipt of a hazing report, the allegation will be investigated under the appropriate College processes.

Disclosure of Hazing Incident Reports

The College will include hazing incident reports in its daily crime log, and the College will include statistics for hazing incidents that were reported to campus security authorities in its annual reports.

Clery Compliance Coordinator

The Clery Compliance Coordinator ensures that Spelman College fulfills its obligations under the Jeanne Clery Campus Safety Act and Stop Campus Hazing Act.

Responsibilities include:

- Ensuring Clery-reportable hazing incidents are accurately documented and classified in the Annual Security and Fire Report (ASFSR);
- Coordinating with the Dean of Students Office, Public Safety, and Human Resources to verify incident data and reporting timelines;
- Delivering policy awareness to College employees, annually;
- Engaging campus partners to maintain and deliver hazing prevention education to students, faculty, and staff, that is comprehensive, research-informed hazing prevention and awareness strategy that is implemented campus-wide; and
- Support institutional compliance through coordination and periodic audits.

Dean of Students Office

The **Dean of Students Office**, serves as the central administrative unit responsible for **implementing Spelman College's hazing policy** and managing the student conduct process related to hazing allegations. This office is charged with:

- **Receiving and evaluating** reports of hazing from students, faculty, staff, parents, and third parties;
- **Overseeing formal investigations and adjudication** of reported student hazing violations in accordance with the College's Student Code of Conduct;
- **Determining and implementing appropriate interim measures and disciplinary sanctions** to ensure the safety and well-being of the campus community;
- **Notifying relevant stakeholders**, including **Spelman Public Safety**, the **national headquarters of chartered student organizations**, and other parties as required;
- **Publishing Spelman College's Campus Hazing Transparency Report (CHTR)** at least **twice per academic year** in compliance with the **Max Gruver Act** and other applicable laws;
- **Maintaining hazing-related records** in accordance with the **Stop Campus Hazing Act**, the **Max Gruver Act**, and **Spelman's record retention policies**.

Spelman College remains committed to maintaining a transparent, accountable, and educational approach to hazing prevention and student conduct.

Spelman College Public Safety

The **Spelman College Department of Public Safety** collaborates with the **Dean of Students Office** on cases that involve both **administrative and potential criminal proceedings** related to hazing. In addition, Public Safety plays a key role in **hazing prevention and awareness efforts** by providing **legal education, training, and outreach** to the Spelman community. Through these efforts, Public Safety supports the College's commitment to maintaining a safe, informed, and respectful campus environment.

Human Resources

Human Resources is responsible for serving as a reporting avenue for employees who witness or suspect hazing, in coordination with the Dean of Students office and other applicable offices.

Student Organizations

All registered student organizations, including sorority organizations, are responsible for:

- Ensuring that all **organizational activities comply** with this Hazing Policy, the **Spelman College Student Code of Conduct**, and all **applicable local, state, and federal laws**.
- **Educating their members** on hazing prevention, recognition, and **reporting responsibilities**.
- **Promptly self-reporting** any known or suspected incidents of hazing to the **Office of Student Life and Engagement** or the **Dean of Students Office**; and
- **Fully cooperating** with any administrative or criminal investigations related to hazing or misconduct.

Failure to fulfill these responsibilities may result in disciplinary action, including the **loss of College recognition** and other applicable sanctions.

Students

All students at **Spelman College** are expected to uphold the institution's commitment to a safe, respectful, and empowering community by:

- **Refraining from engaging in, encouraging, supporting, or ignoring hazing** in any form;
- **Promptly reporting any concerns or incidents of hazing** to the **Office of Student Life and Engagement**, the **Dean of Students Office**, **Spelman Public Safety**, or via the College's **anonymous reporting platforms**.
- **Cooperating fully and honestly** with administrative or criminal investigations, when appropriate.

By honoring these expectations, Spelman students contribute to a campus culture rooted in **accountability, sisterhood, and ethical leadership**.

Spelman College takes all violations of its hazing policy seriously. Any individual student or student organization found responsible for engaging in, facilitating, encouraging, or failing to report hazing will be subject to disciplinary action in accordance with the Spelman College Student Code of Conduct, applicable institutional policies, and relevant local, state, and federal laws.

Spelman remains committed to fostering a campus environment where safety, respect, and accountability are upheld at all times.