



ROLLINS COLLEGE POLICY

Title: Prohibition and Prevention of Hazing	Type	Student Affairs
No: SA 9009	Approval Date: 2-2-2026	
Responsible Office: VP for Student Affairs	Reviewed By: College Policy Committee, 1-26-2026; President's Cabinet, 2-2-2026; Approved By: President, 2-2-2026	
Next Review: 2030-2031	Revision No: 1, See Section VII this document for revisioning history.	

I. Purpose/Introduction/Rationale

The purpose of this policy is to provide clear expectations for the Rollins College (College) community that reinforce Federal and state laws for hazing. This policy applies to all members of the College community. – students, faculty, and staff – as related to hazing as a part of any College organization or team, on any College property, or at any College sponsored event.

II. Definitions

A. Hazing. Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person(s) regardless of the willingness of such other person(s) to participate, that is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization that 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.

Hazing includes, but is not limited to:

- whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law;
- and 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.

Sexual or gender-based hazing is governed by Rollins College policies [KI 1026 Title IX Grievance Policy](#) and [KI 1014 Sexual and Gender-Based Harassment and Related Misconduct](#).

- B. Recognized Student Organization (RSO).** An organization (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, or student government) in which two or more of the members are students enrolled at the College, that is established or recognized by the College.
- C. Organization.** An organization in which two or more members are affiliated and/or associated with the College, but have not registered for recognition or are not required to register (e.g., athletic teams, academic honor societies, musical and theatrical ensembles, academic or administrative departments, etc.).
- D. College Community Member.** Faculty, staff, students, volunteers, Recognized Student Organizations, groups, vendors, alumni, and visitors.

III. Procedure or Application

A. Reporting.

1. Guidelines.

- Any person having knowledge of any activity or conduct believed to be hazing should report their concerns to Campus Safety (407-646-2999) or Student Conduct and Community Standards (SCCS) ([Student Conduct Incident Report Form](#)).
- Any faculty or staff member (including student staff) having knowledge of any activity or conduct believed to be hazing must report their concerns to Campus Safety (407-646-2999) or SCCS ([Student Conduct Incident Report Form](#)). This expectation is also applicable to any individual designated as a Campus Safety Authority (CSA) by the College.

2. Anonymous Reporting. SCCS has an [Student Conduct Anonymous Incident Report Form](#) for College Community Members or any persons to submit concerns believed to be hazing. However, the College may be limited in its ability to respond to anonymous reports, when the identities of involved individuals/organizations or reporting persons are unknown. Any faculty, staff member (including student staff), or CSA who are required to report concerns believed to be hazing are not permitted to report anonymously.

3. Self-Reporting. RSO/Organization leadership and members should immediately report any hazing incidents that occur within their RSO/Organization to Campus Safety (407-646-2999) or SCCS ([Student Conduct Incident Report Form](#)). This should include a detailed description of the events that have transpired, the identities of any individuals involved, and a description of any actions taken by the RSO/Organization. Upon receipt of a report, the College will proceed with appropriate response action as outlined within this policy.

4. Local Law Enforcement. Hazing is a criminal offense in the State of Florida under [Fla. Stat. §1006.63](#). Any person who has knowledge of any activity or conduct believed to be hazing may also make a report to the Winter Park Police Department or local law enforcement agency where the incident occurred.

B. Amnesty. Any individual(s) who report hazing in good faith, or victims of hazing who participate in an investigation, will not be charged with other College policy violations that are brought to light in the course of the investigation that arose out of, or were committed as a direct result of, the hazing incident(s) under investigation (i.e. students forced to consume alcohol as part of a hazing incident will not be charged with violations of the Student Code of Conduct). The College reserves the right to follow up with those individuals related to those issues as appropriate in a non-disciplinary setting.

Andrew's Law. Under [Fla. Stat. §1006.63 Andrew's Law \(11-12\)](#), individuals may be protected from prosecution for hazing, as defined in Fla. Stat. §1006.63, if all of the following are established.

- That he or she was present at an event where, as a result of hazing, a person appeared to be in need of immediate medical assistance.
- That he or she was the first person to call 911 or Campus Safety to report the need for immediate medical assistance.
- That he or she provided his or her own name, the address where immediate medical assistance was needed, and a description of the medical issue to the 911 operator or Campus Safety at the time of the call.
- That he or she remained at the scene with the person in need of immediate medical assistance until such medical assistance, law enforcement, or Campus Safety arrived and that he or she cooperated with such personnel on the scene.

Notwithstanding the above, Under Fla. Stat. §1006.63 *Andrew's Law*, a person is immune from prosecution under this section if the person establishes that, before medical assistance, law enforcement, or Campus Safety arrived on the scene of a hazing event, the person rendered aid to the Hazing victim. For purposes of this provision, "aid" includes, but is not limited to, rendering cardiopulmonary resuscitation to the victim, clearing an airway for the victim to breathe, using a defibrillator to assist the victim, or rendering any other assistance to the victim which the person intended in good faith to stabilize or improve the victim's condition while waiting for medical assistance, law enforcement, or Campus Safety to arrive.

- C. **Investigation and Responsive Action.** The College will review and respond to reports of alleged hazing received from any source and will determine whether to proceed with an investigation, disciplinary action, and/or to forward a report to the appropriate law enforcement officials for prosecution as a criminal matter. *Sexual or gender-based hazing is governed by Rollins College Policy [KI 1026 Title IX Grievance Policy](#) and [KI 1014 Sexual and Gender-Based Harassment and Related Misconduct](#).*

Interim Administrative Actions. An interim administrative action may be imposed to ensure a safe community and educational environment that promotes accountability and supports student wellbeing. Upon receipt of a report of alleged hazing, SCCS can impose interim administrative actions on any student or student organization as outlined in the Rollins College [Student Code of Conduct](#).

Investigation. Upon receiving a report of alleged hazing, the Director of SCCS, or designee, will assign the case to an investigator. As part of the investigation, the College will:

- a. Make contact (if possible) with the individual(s) who reported hazing;
- b. Make contact with the individual(s) alleged to have perpetrated the hazing. If the conduct is organizational in nature, the investigator will contact the advisor and president of the organization under investigation;
- c. Conduct interviews with all parties, including victim(s), the accused individual(s) and any witnesses. The investigator may, at their discretion, recommend interim administrative action to the Director of SCCS, or designee at any point during the investigation;
- d. The investigator may, at their discretion, require students, or a select group of students (i.e., all new members of an organization) to participate in an investigatory meeting at a pre-determined time and location and may exercise discretion regarding the communication of individuals during the investigation process, including but not limited to restriction on the use of any electronic devices during the investigation process.

The investigator will provide a written investigative report to the Director of SCCS, or designee. Upon receipt of this report, the Director of SCCS, or designee will determine if charges are warranted. If charges are warranted, the Director of SCCS, or designee will charge the individual student(s), the involved student group(s), and/or the President or other responsible officers of the involved student group(s) or any other complicit bystanders in accordance with the Student Code of Conduct.

Adjudication. Adjudication shall be conducted pursuant to the Rollins College Student Code of Conduct or other applicable College Policy.

Individual and Organization Responsibility. The College will, on a case-by-case basis, determine whether any violations of this policy are individual or organizational in nature. In determining whether or not a violation is organizational in nature, the College will consider the following.

- a. How many members were present when the alleged violation occurred or had specific knowledge of the alleged violation?
- b. What knowledge did the appropriate chapter officers and/or advisors have of the alleged violation?
- c. What action did the appropriate chapter officers and/or advisors take in addressing/preventing the alleged violation?
- d. Were chapter members acting in concert, or did the individual's membership in the chapter serve as an impetus for the alleged violation?
- e. Did the violation arise out of a chapter sponsored, financed or endorsed event?
- f. Is there a pattern of individual violations that have occurred without proper action by the chapter?

- D. **Not A Hazing Defense.** The following are not considered a defense to a charge of hazing:

- Consent of the individual(s) was obtained and/or the individual(s) willingly participated.
- The conduct or activity resulting in the death or injury of the individual(s) was not part of an official RSO/Organizational event or was not otherwise sanctioned or approved by the RSO/Organization; or
- The conduct or activity resulting in the death or injury of the individual(s) was not done as a condition of membership in the RSO/Organization.

- E. **Disciplinary Sanctions and Corrective Action.** Violation of this policy may result in disciplinary sanctions and/or corrective action pursuant to the Rollins College Student Code of Conduct or other applicable College Policy.

Sanctions and/or corrective action imposed by the College for violations of this policy may be in addition to any penalty imposed for violation of the criminal laws (e.g., [Fla. Stat. §1006.63](#)) and for violation of any other College policies.

- F. **Retaliation.** It is a violation of this policy to retaliate or take adverse action towards any person for reporting an alleged violation of this policy or for cooperating with a College investigation related to this policy. Retaliation may include but is not limited to intimidation, threats, physical violence, coercion, and discrimination. Retaliation may be found even when an underlying report made in good faith was not substantiated.

IV. Awareness and Prevention Programs

The College provides Hazing prevention and awareness programs that are informed by research, campus-wide in scope, and designed to reach all students, staff, and faculty. Programs address various topics, including:

- the College's definition of Hazing, including a clear statement that the College prohibits Hazing;
- the definition of Student Organization, as it applies to the College's Hazing policy;
- how to report Hazing;
- the process the College will use to investigate reports of Hazing;
- information on applicable local, State, and Tribal laws regarding Hazing; and
- primary prevention strategies intended to stop Hazing before it occurs.

These programs are part of the College's comprehensive strategy to prevent incidents of Hazing before they occur. These programs also raise awareness about the College's Campus Hazing Transparency Report that summarizes findings concerning student organizations established or recognized by the College that have been found responsible for violating the College's Hazing policy.

Rollins College is committed to proactive, research-based hazing prevention through:

- mandatory education for student organizations and athletic teams;
- bystander intervention training for students, staff, and faculty;
- leadership workshops promoting group cohesion and ethical behavior; and
- campus-wide campaigns during orientation and throughout the year.

Hazing Prevention and Awareness Programs (Students). Hazing prevention and awareness programs provided to student include but are not limited to the following.

- **Online Education.** Hazing is a dangerous ritual taking place at higher education institutions across the country. While certain activities that groups and clubs use to initiate members may seem innocuous, these behaviors can often escalate, creating harassing and sometimes violent and deadly criminal acts. This course gives students a better understanding of hazing, allowing them to identify hazing on college campuses and when it's happening and possibly prevent incidents in the future.
- **Tightrope Program for Fraternity & Sorority Life Members: PLAID, LLC.** Program provides foundational knowledge in the areas of alcohol and other drugs, hazing and being a safe student, mental health and healthy relationships.
- **Fraternity & Sorority Life Recruitment.** All students that register for fraternity/sorority recruitment will receive an email talking about hazing, a copy of the hazing policy and provided resources on what to do if they see hazing, are hazed, or have questions about hazing. Resources also include information on how and where students can report concerning behaviors.

Hazing Prevention and Awareness Programs (Faculty/Staff). Hazing prevention and awareness programs provided to faculty and staff include but are not limited to the following.

- **Online Education.** This course is to help employees understand what hazing is, explain why hazing occurs and educate the best ways to identify and address hazing incidents. This course will also cover the definition of hazing, health and legal risks, and your responsibility.

These programs are reviewed annually to ensure alignment with national best practices and evolving community needs.

V. Campus Hazing Transparency Report

- A. As required by the [H.R. 5646 Stop Campus Hazing Act](#), the College publishes a Campus Hazing Transparency Report (CHTR) that summarizes findings concerning student organizations established or recognized by the College that have been found responsible for violations of this policy. The CHTR will be updated to include new findings of organizational responsibility no less than twice annually following a final determination that a student organization has violated this policy.

Each entry published in the CHTR will include, at a minimum, the following information:

- the student organization;
- a general description of the violation that resulted in a finding of responsibility;
- whether the violation involved the abuse or illegal use of alcohol or drugs;
- the findings of the institution (i.e., the rationale for finding the organization responsible for Hazing);
- any sanctions placed on the student organization; and
- the dates on which
 - the incident was alleged to have occurred,
 - the investigation into the incident was initiated,
 - the investigation ended with a finding that a Hazing violation occurred, and
 - the student organization was provided notice that the incident resulted in a Hazing violation.

The CHTR can be accessed on the website the College's [Student Code of Conduct](#).

VI. Annual Security and Fire Safety Report (ASFSR)

- A. Hazing incidents are included in the ASFSR when they:
- are reported to a Campus Safety Authority (CSA) or local police;
 - occur within Clery Act geography –
 - on-campus property (including student housing),
 - public property adjacent to campus, or
 - non-campus property controlled by the College or its organizations; and
 - meet the Clery definition of hazing.

Multiple acts by the same group in a short timeframe are reported as a single incident (e.g., several acts in one evening). Separate incidents (e.g., repeated acts on different days) are reported individually. Hazing reports may trigger timely warnings if they pose a serious or ongoing threat. All state/local hazing crimes occurring in Campus Safety's patrol jurisdiction are included in the Daily Crime Log.

H.R. 5646 *Stop Campus Hazing Act* defines student organization as an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) 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 by the institution. This definition will only apply to reporting for Clery purposes and may not necessarily include RSOs or Organizations recognized by the College.

VII. Related College Policies or Applicable Publications [\(click links to access\)](#)

[Rollins College Student Code of Conduct](#)

[KI 1014 Sex and Gender-Based Harassment-Related Misconduct](#)

[KI 1026 Title IX Grievance Policy](#)

VIII. Relevant Federal and State Statutes (click links to access)

[Fla. Stat. §1006.63 Hazing Prohibited](#)

[H.R. 5646 Stop Campus Hazing Act \(2024\)](#)

IX. Resources (click links to access)

Campus Resources:

- [Student Conduct Incident Report Form](#)
- [Student Conduct Anonymous Incident Report Form](#)
- [Rollins College Clery Compliance & Campus Safety Report](#)
- [Who to Call Guide](#)

External Resources:

- [Hazing Prevention Network](#)
- [Stop Hazing](#)
- [Gordie Center](#)
- [Clery Center](#)

X. Effective Date

This policy is effective February 2, 2026, and supersedes all previously issued versions.

XI. Rationale for Revision(s)

Revision 1: 2-2-2026, significant revisions for compliance with [H.R. 5646 Stop Campus Hazing Act \(2024\)](#).

Original Approval: 8-22-2024