

# Carlos Albizu University

---

## Institutional NO Hazing Protocol

### Statement of Purpose

Carlos Albizu University reaffirms its commitment to the safety, dignity, and well-being of its entire community. The Institutional NO Hazing Protocol establishes policies, processes, and educational activities to prevent, address, and eradicate hazing, of any form, in any student organization, in compliance with the Stop Campus Hazing Act (SCHA), the state laws of Puerto Rico and Florida, institutional policies and the highest standards of institutional transparency and accountability.

### Objectives

1. Prevent all forms of hazing, bullying or abuse in student initiations, and any activities/events.
2. Educate and train students, staff, and faculty on risks, unintended consequences, legal consequences, and prevention strategies.
3. Establish clear and accessible protocols for reporting, investigating, and sanctioning incidents.
4. Publish transparency reports and statistics in compliance with legal requirements.
5. Promote group cohesion, ethical leadership, and positive integration without harmful practices.

### Definitions

- Hazing: Any intentional, knowing, or reckless act, committed individually or collectively, against another person in the context of initiation, affiliation, or maintenance of membership in a student organization, which causes or creates an unreasonable risk of physical or psychological harm, regardless of the victim's consent.
- Student organization: Any club, association, fraternity, sorority, athletic team, student council, band, or other group composed of two or more students, whether formally recognized by the institution.

### Scope

This program applies to:

- All students of Carlos Albizu University in any location.
- Student organizations, whether formally recognized or not.
- Activities held on or off campus that are related to the University.

## Institutional Policies

In the **Albizu General Policy and Disciplinaries Procedures** hazing is define as any initiation activity, ritual, or analogous activity which exposes a person to violations of their dignity or ridicule, or which may constitute a danger to the safety or welfare of the person involved, those present in the activity or the institutional community in general. Any such acts or those that a reasonable person may interpret as hazing are hereby prohibited.

Any acts that constitute hazing are prohibited by CAU. CAU strictly prohibits any acts that constitute hazing activities. Hazing CAU prohibits any acts that constitute hazing , as defined by CAU, is prohibited and constitutes a major violation at Albizu University, as stated in the Manual of General Policies and Disciplinary Procedures is c and is not permitted and constitutes a major violation at Albizu University, as stated in the Manual of General Policies and Disciplinary Procedures. Hazing is considered a significant breach for Albizu University as stated in the Manual of General Policies and Disciplinary Procedures. Hazing is considered a major violation for Albizu University, as stated in the Manual of General Policies and Disciplinary Procedures is consider a major violation for Albizu University as stated in the Manual of General Policies and Disciplinaries Procedure. Major violation, as defined by CAU, is prohibited and constitutes a major violation at Albizu University, as stated in the Manual of General Policies and Disciplinary Procedures is c and is not permitted and constitutes a major violation at Albizu University, as stated in the Manual of General Policies and Disciplinary Procedures. Hazing is considered a significant breach for Albizu University violations, as stated in the Manual of General Policies and Disciplinary Procedures. Hazing is considered a major violation for Albizu University, as stated in the Manual of General Policies and Disciplinary Procedures is consider a **major violation** for Albizu University as stated in the Manual of General Policies and Disciplinaries Procedure. Major violations of complaints will be referred to the Program Directors and/or the Director of the respective CAU Mental Health Clinic for a formal hearing. A major violation will result in one or more of the following sanctions: giving a zero or F on the paper, examination, or project, or NP in the course grade, seminar, or project, community work for an academic semester or summer session, probation, suspension for an academic semester or a summer session, dismissal from the University, restitution in appropriate cases, which may be imposed in addition to any other sanction, denial of readmission, if applicable, revoke or declare null a previously given diploma or academic title.

When hazing involves conduct related to harassment or sexual violence, the institution must simultaneously apply the Title IX procedure, guaranteeing procedural rights and supportive measures. Both laws require coordination between the Dean of Student Office and the Title IX Office. Albizu University must coordinate investigations: if a hazing report includes sexual harassment, sexual violence, or VAWA offenses, the Title IX procedure is activated in addition to the hazing disciplinary process. This procedure is listed in Albizu University Policy, **CNG-10 Discrimination and Harassment Policy, and Grievance**.

Should the hazing event, activity, or any aspects of hazing, involve or end with the unintended or intended consequence(s) of severe harm, near death or death, the local city, county or state authorities will be contacted immediately. involve or end with the unintended or intended consequence(s) of severe harm, near death, or death, the local city, county,

## Prevention and Education

- National Hazing Prevention Week: Annual awareness activities (talks, campaigns, leadership workshops).
- Annual training for student leaders: Mandatory inclusion, prevention, and respectful leadership.
- New student orientation: Includes an educational campaign to include informational material on hazing.
- Communication campaigns: Use of social media, posters, and digital materials to foster a culture of awareness and respect of the intended and unintended consequences of hazing.
- Faculty and staff training: informational video.

## Reporting and Investigation Procedures

1. Reporting channels:
  - Dean of Students Office
  - Security or Administration Office
2. Response time: All reports must be evaluated within 72 working hours.
3. Investigation: Conducted by the Dean of Students in coordination with Security and, when applicable, the Title IX Office. It includes interviews, evidence collection, and determination of responsibility.
4. Sanctions: As established in The Manual of Policies and Disciplinaries Procedures;

## Transparency and Compliance Reports

- Annual Security Report (ASR): Will include hazing statistics starting in 2026
- Campus Hazing Transparency Report: Semiannual publication on the institutional website, including:
  - Name of the organization found responsible.
  - Description of the incident and sanctions.
  - Key dates (incident, investigation start, finding of responsibility, notification).

## Recommended Institutional Activities

- Digital and printed brochures with emergency contacts.
- Student podcast with invited leaders.
- Campaigns on social media and campus displays.
- Alternative group cohesion activities without hazing.
- Implement respective components of the Ben McNamee, Inc., 501(c)3 No Hazing No Bullying Ten Step Collaborative Management No Hazing/Bullying Protocol – for Institutional and Organizational Change to student organizations.

## **Applicable Laws**

Federal:

- Stop Campus Hazing Act (SCHA), Pub. L. 118-173 (2024).
- Jeanne Clery Campus Safety Act (20 U.S.C. §1092(f)).

Puerto Rico:

- Law No. 16-2012: Prohibits hazing in educational institutions.
- Puerto Rico Penal Code (Articles 131 and 132).

Florida:

- Chad Meredith Act, Florida Statutes §1006.63 (2005).
- Florida Statutes Title XLVIII, K-20 Education Code.