

POLICY: 6Hx28:8-12



Responsible Executive:

Vice President, Student Affairs

Policy Contacts: Asst VP, Holistic Support; Asst VP, Campus Safety and Services

Specific Authority: 1001.64, F.S.; 1006.63, F.S.

Law Implemented: 1006.63, F.S.; Stop Campus Hazing Act (20 U.S.C. 1092)

Effective Date: 12-04-2025

Date of Last Policy Review:
12-04-2025

Anti-Hazing Policy

Policy Statement:

- I. Valencia College (“College”) promotes a safe academic environment and the wellbeing of its College community in compliance with the applicable provisions of state and federal laws, rules, and regulations. Hazing is prohibited at the College and all student organizations and individuals are prohibited from:
 - A. engaging in the planning of hazing conduct;
 - B. soliciting a person to commit any form of hazing;
 - C. committing any form of hazing either on campus or off campus; and
 - D. making an intentionally false accusation(s) of hazing.
- II. Federal Definitions:

- A. Hazing means an intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate that endangers the mental/physical health and/or safety of a student. This includes but is not limited to a hazing act:
1. committed in the course of an initiation into, admission into, an affiliation with, or the maintenance of membership in, a College student group, club, or organization (e.g., student government or other student association, peer educators, intramural sports); and
 2. causes or creates a risk, above the reasonable risk encountered in the course of participation at the College or student organization, which endangers the physical and/or mental well-being of a person, including but not limited to:
 - a. physical harm such as whipping, beating, branding, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, or otherwise inducing another person to perform sexual acts (For more information, see Procedures Section II.A.4.);
 - e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - f. any activity against another person that includes a violation of applicable federal, state, or local laws;
 - g. any activity that induces, causes, or requires another person to perform a duty or task that involves a violation of applicable federal, state, or local laws; and
 - h. any other forced activity that could adversely affect the mental health, physical health, or dignity of the student. (Hazing does not include preparation for or participation in customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective.)

B. Student Organization:

1. An active organization, club, or group of students registered with the College, with high visibility on campus, and interact with the College's student body and faculty/staff. (e.g., student government association). The registered student organization includes a faculty/staff advisor(s); or
2. A group of students who are enrolled at and associated with the College and each other but who are not required to register as a student organization (e.g., intramural/athletic sport or fitness group, musical or theatrical ensembles, academic units/clubs, etc.)

III. State Definitions

- A. The term "hazing" means any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student for purposes including, but not limited to:
 1. Initiation into any organization operating under the sanction of a postsecondary institution;
 2. Admission into any organization operating under the sanction of a postsecondary institution;
 3. Affiliation with any organization operating under the sanction of a postsecondary institution; or
 4. The perpetuation or furtherance of a tradition or ritual of any organization operating under the sanction of a postsecondary institution
- B. The term includes, but is not limited to, pressuring or coercing the student into violating state or federal law; any brutality of a physical nature, such as whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug, or other substance, or other forced physical activity that could adversely affect the physical health or safety of the student; or any activity that would subject the student to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the student. The term does not include customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective.

IV. The following circumstances do not constitute a defense to allegations of hazing:

- A. The express or implied consent of the victim was obtained or that the individual(s) willingly participated;

- B. The conduct or activity that resulted in physical and/or mental injury of a person was not part of an official College event or otherwise sanctioned/approved by the student organization; or
 - C. The conduct or activity that resulted in the physical and/or mental injury of a person was not done as a condition of membership/admittance into, or affiliation with, a student organization.
- V. Adherence to this policy is the responsibility of all members of the College community, which for purposes of this policy includes students, student organizations, student organization advisors, faculty, staff, alumni, vendors, volunteers, and visitors. Members of our College community who witness or otherwise become aware of an alleged violation of this policy are expected to report the alleged violation to the appropriate College representative(s) for evaluation of circumstances and appropriate next steps, which may include disciplinary action as outlined and appropriate in College Policies 6Hx28: 3E-09 Disciplinary Action (for employees) or 8-03 Student Code of Conduct (for students and student organizations).
- VI. Any adverse action taken against an individual is prohibited because they, in good faith, reported the violation to a College official, participated in an investigation of a hazing report, and/or rendered aid to a hazing victim or met other criteria as set forth in accordance with “Andrew’s Law” (1006.63, F.S.).
- VII. In compliance with the Stop Campus Hazing Act, the College will:
 - A. develop and implement a college wide hazing education and prevention program to students and employees, as applicable; and
 - B. include in the College’s Annual Security Report information on hazing incidents reported to the College.
 - C. compile and publish on the College’s website a hazing transparency report that summarizes findings concerning any student organization found to be in violation of College Policy 6Hx28: 8-03 Student Code of Conduct related to hazing.
- VIII. The College President or designee(s) may adopt procedures to implement this policy.

Policy History:

Adopted 12-11-74; Adopted 11-18-92; Amended 12-20-05; Amended 10-16-19; Amended 12-4-25; Formerly 6Hx28:10-04; Formerly 6Hx28:10-17

Related Documents/Policies:

College Policy 6Hx28: 2-01 Discrimination, Harassment, and Related Misconduct

Procedures:

- I. Reporting Hazing Allegations: Any member of the College community with knowledge or suspicion of alleged student hazing is expected to report the activity in a timely manner to a representative of Safety & Security Services via any of the following options:

- A. Campus Security (see *Safety & Security Services Contact Numbers* in Appendix A);
- B. the College website at https://cm.maxient.com/reportingform.php?ValenciaCollege&layout_id=300; or
- C. the *Valencia College Safety Mobile App*.

Safety & Security Services will partner with Organizational Development and Human Resources and/or the Office of Student Rights and Responsibilities, as appropriate, for initial evaluation and if a College inquiry, investigation, or further assistance is needed.

Note: Adverse action taken against an individual because they engaged in good faith in any of the actions as stated in Policy Statement V. is prohibited. Any report of such action should be made to one of the representatives listed within Procedures Section I for further evaluation and action as deemed necessary.

II. Investigation and Sanctions

- A. All reports of alleged hazing will be assessed, investigated, and appropriate action taken by the College, as applicable.
 - 1. Students/Student Organizations: Allegations of student hazing by another student(s) will be evaluated under the Rules of Conduct and if appropriate, the affected individual(s) and/or organization may be held responsible for their action(s) up to and including expulsion from the College and charter revocation (for registered student organizations) in accordance with College Policy 6Hx28: 8-03 Student Code of Conduct.
 - 2. Employees: Allegations of student hazing by a College employee(s) will be evaluated by or in partnership with ODHR and, if deemed to have violated this policy, the employee may be subject to appropriate corrective and/or disciplinary action up to and including dismissal from employment in accordance with College Policy 6Hx28: 3E-08 Disciplinary Action.

3. Vendors/Volunteers/Unpaid Interns/Other Individuals: Allegations of student hazing by a College vendor, volunteer, student intern, or any other individual outside of a student or College employee will be evaluated by or in partnership with ODHR for appropriate action, as deemed necessary, including, but not limited to, removal from College property.
 4. Allegations of discrimination, harassment, or other related prohibited conduct will be evaluated as described in College Policy 6Hx28: 2-01 Discrimination, Harassment, and Related Misconduct, including Title IX Sexual Misconduct.
- B. Significant mitigating and/or aggravating factors will be considered if a determination is made to assign appropriate corrective/disciplinary action, which may include, but is not limited to, a student's academic record; past conduct of a student, registered student organization/group/club, or employee (as applicable); the nature of the offense; and the severity of any damage, injury, harm, or greater community impact resulting from the incident.
- C. Based on the severity of circumstances, the matter may also be referred to law enforcement for further evaluation, which may result in criminal sanctions under applicable federal, state, and local laws.

Procedure History:

Adopted 12-4-25

Date of Last Procedure Review: 12-04-2025

Related Documents:

Appendix A: Safety and Security Services Contact Numbers

<u>Campus</u>	<u>Phone Number</u>
<u>Accelerated Skills Training – Advanced Manufacturing Training Center</u> (contact Osceola Campus)	<u>407-582-4000</u>
<u>Accelerated Skills Training – Downtown Center for Accelerated Training</u> (contact West Campus)	<u>407-582-1000</u>
<u>East Campus</u>	<u>407-582-2000</u>
<u>Fire Rescue Institute Training Facility</u> (contact West Campus)	<u>407-582-1000</u>
<u>Lake Nona Campus</u>	<u>407-582-7000</u>

<u>Osceola Campus</u>	<u>407-582-4000</u>
<u>Poinciana Campus</u>	<u>407-582-6500</u>
<u>School of Public Safety</u>	<u>407-582-8000</u>
<u>UCF/Downtown Campus (contact West Campus)</u>	<u>407-582-1000</u>
<u>Valencia College Heart of Florida United Way Center for Accelerated Learning – Northwest Orlando</u>	<u>407-582-3600</u>
<u>West Campus (24 hours per day/7 days per week)</u>	<u>407-582-1000</u>
<u>Winter Park Campus</u>	<u>407-582-6000</u>