



# Policy

<b>NCF POLICY:</b>	6.3006
<b>Policy Title:</b>	Hazing Prevention and Enforcement
<b>Originator:</b>	Almeda Jacks, VP of Student Affairs
<b>Responsible Office:</b>	Student Affairs

## **Purpose:**

To augment existing regulations and procedures relating to hazing and hazing prevention.

## **Authority:**

U.S. Public Law No. 118-173; Section 1006.63, Florida Statutes (2024); Florida Board of Governors Regulation 6.021; NCF Regulation 6-3005.

**Policy:** NCF encourages a living and learning environment that promotes the health and safety of all members of the NCF community. Hazing behaviors can cause serious physical and neurological harm and can be life-threatening. Hazing is strictly prohibited, and NCF has a strong no tolerance policy for hazing under any circumstances.

## **Application:**

This policy applies to all members of the New College of Florida (“University” or “NCF”) community, including without limitation, all students, faculty, staff, applicants for admission and employment, third parties affiliated with University student organizations (including but not limited to coaches, advisors, volunteers, etc.) or university educational programs or activities, alumni, visitors, contractors and guests.

## **Definitions:**

**Hazing:** Any individual action or situation, which occurs on or off New College of Florida (NCF) property, that intentionally, recklessly, or negligently endangers the mental or physical health or safety of a student for purposes including, but not limited to, initiation or admission into or affiliation with any NCF student organization or other group whether officially recognized by

NCF, or the perpetuation or furtherance of a tradition or ritual of any such student organization or group. Hazing includes, but is not limited to:

1. brutality of a physical nature, such as whipping, beating, branding, exposure to the elements, forced consumption of food, liquor, drug, or other substance;
2. subjecting a person 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 a reasonable person;
3. pressuring or coercing a person into violating local, state, federal law and/or University policy;
4. interfering with or impeding a person's academic pursuits, employment, religious observances, or affiliation with other individuals, groups, or activities; or
5. otherwise infringing upon a person's personal or property rights or substantially interfering with a reasonable person's ability to participate in or benefit from the services, activities, or privileges provided by the University.
6. Soliciting another or aiding or assisting another to engage in any act of hazing as defined in this Code, or active involvement in the planning of such action.
7. Observing or participating in any conduct defined as hazing pursuant to the Code by a member of the student organization or group who is not themselves a complainant, without reporting the incident to a University official.

Hazing does not include customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective.

Student Organization: An organization at NCF or affiliated with NCF or its community, (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 NCF, whether or not the organization is established or recognized by the institution.

**Prevention Policy:**

At NCF, student safety is a top priority. NCF offers hazing prevention and awareness programs to NCF faculty, staff, student organizations, and students upon request. These programs are data informed, research based, education and prevention initiatives.

The programs shall cover:

1. Definitions and types of hazing
2. Recognition of hazing behaviors
3. Reporting protocols
4. Prevention strategies
5. Legal and institutional consequences
6. Researched based evidence
7. NCF's specific policies, procedures, and support resources, ensuring alignment with campus culture and expectations.

To obtain more information or enroll in the course, contact:

NCF Office of Student Affairs  
(941) 487-4250  
studentaffairs@ncf.edu

<https://www.ncf.edu/departments/student-affairs/>

### **Reporting Hazing:**

Allegations of Hazing – Any supervisory employee, other official who has the authority to institute corrective measures on behalf of the University, student organization faculty advisors and volunteers, coaches and academic advisors or Institutional Official who receives a report, observes or learns of an alleged incident of hazing or receives information regarding any activity which may constitute hazing or a violation of this policy must contact the Campus Police Department or the Office of the General Counsel within, but no more than, twenty-four (24) hours of gaining such knowledge or receiving such information.

Reporting an incident or occurrence of hazing can also be made by anyone with knowledge or information pertaining to an actual or potential event of hazing by contacting:

NCF Office of Student Affairs  
(941) 487-4250  
studentaffairs@ncf.edu  
<https://www.ncf.edu/departments/student-affairs/>

If a student or someone else is in a serious or life-threatening situation related to hazing activities, members of the NCF community are strongly encouraged to seek immediate medical attention. To reduce fear of disciplinary action, NCF may not pursue Student Code of Conduct charges if individuals or organizations follow certain steps outlined in Florida's Andrew's Law (F.S. 1006.63). This includes staying with the person in need, calling for help, and fully cooperating with emergency responders. Taking responsible action to help someone in distress can be a mitigating factor in any student conduct process.

This protocol applies only to university policies and procedures. Law enforcement agencies, including the New College of Florida Department, may still take action under state or federal law. If the situation involved substance use, the NCF medical amnesty may also apply when emergency assistance was sought.

### **Investigations and Enforcement:**

Allegations of hazing made against NCF students shall be investigated and adjudicated by the Office of Student Affairs under the procedures set forth in the Student Code of Conduct within Regulation 6-3005, in consultation with the New College of Florida Police Department.

Allegations of hazing made against NCF faculty, staff, and individuals contracting with NCF, including athletics personnel, shall be investigated by the NCF Office of Human Resources, in consultation with the New College of Florida Police Department.

If a potential violation of NCF harassment policy is identified, the investigator for the Office of Student Affairs or the Office of Human Resources will notify the Title IX Coordinator and the Chief Compliance Officer, which may conduct a separate, preceding, concurrent or subsequent administrative investigation.

If a potential criminal violation is identified, the investigator will notify the New College of Florida Police Department. The New College of Florida Police Department, or other law enforcement agency with lawful jurisdiction of the matter, may conduct a separate, preceding, concurrent or subsequent investigation to any investigation or action taken by NCF. The New College of Florida Police Department or other law enforcement agency with lawful jurisdiction of the matter, may conduct an independent, separate, preceding, concurrent or subsequent investigation to any investigation or action taken by NCF.

Any University hazing investigation is independent of any criminal proceedings or Title IX investigations, but the units will coordinate efforts where appropriate to ensure compliance with institutional policies and legal obligations.

A decision by a law enforcement agency to not proceed with an investigation or prosecution is not a bar to NCF action under this policy.

A finding of not guilty by a jury or court in any criminal action is not a bar to NCF action under this policy.

The provisions of the Student Code of Conduct set forth in Regulation 6-3005 related to amnesty are adopted herein and incorporated by reference.

**Interim or Emergency Actions:**

If deemed necessary for the health, safety and well-being of the NCF community, emergency measures/interim actions (e.g., no-contact orders, organizational suspension, other restrictions) may be imposed while any investigation is ongoing. If a student involved in a hazing allegation is also an NCF employee (e.g. resident assistant, campus recreation employee, etc.), the University may place the student on administrative leave or terminate their employment separate, preceding, concurrent or subsequent to the student conduct administrative investigation.

**Sanctions:**

For students, the provisions of the Student Code of Conduct set forth in Regulation 6-3005 are adopted herein and incorporated by reference.

For student groups, sanctions may include, but are not limited to, revocation of registration or denial of application for registration, loss of college privileges such as the ability to host social events, to formally meet on campus and to use campus facilities, or to represent the College.

Sanctions imposed by NCF for violations of this regulation may be in addition to any penalty imposed for violation of the criminal laws of the State of Florida and for violation of any other NCF regulations or policies.

For groups that are formally associated with NCF (i.e. varsity athletic teams, performing arts groups, or any other groups supported or sponsored by NCF that are not required to register as student organizations), sanctioning for violations of this policy shall be determined by the Vice President of the administrative unit that sponsors/supports the group in consultation with the Vice President of Student Affairs.

For allegations against NCF faculty, staff, and individuals contracting with NCF, including athletics personnel, sanctions shall be imposed in accordance with current applicable employment regulation and collective bargaining agreement.

Sanctions imposed by the College for violations of this regulation may be in addition to any penalty imposed for violation of the criminal laws of the State of Florida

#### **Defenses Prohibited:**

It is not a defense under this policy to assert that:

- (a) The consent of the victim had been obtained;
- (b) The conduct or activity that resulted in the death or injury of a person was not part of any official organizational event or otherwise sanctioned or approved by the student organization or group; or
- (c) The conduct or activity that resulted in the death or injury of a person was not done as a condition of membership into a student organization or group.

#### **Retaliation:**

It is a violation of this policy for any person to retaliate against a person because that person has been a victim of hazing, reported hazing, took steps of mitigation, refused to participate in hazing activities or behaviors, assisted in the investigation of hazing incident(s), or participated in the prosecution of any alleged hazing.

#### **Publication:**

NCF shall comply with mandatory reporting required under the Jeanne Clery Campus Safety Act by publishing a report no less than annually and no later than October 1<sup>st</sup> of each year by publishing a link to each report that is available at the following address:

<https://www.ncf.edu/departments/campus-police/reports/>

NCF shall comply with mandatory reporting required under the Stop Campus Hazing Act by publishing a report no less than biannually and no later than July 1<sup>st</sup> and December 31<sup>st</sup> of each year by publishing a link to each report that is available at the following address:

<https://www.ncf.edu/about/consumer-information/>

**Resources:**

NCF Office of Student Affairs

<https://www.ncf.edu/departments/student-affairs/>

New College of Florida Police Department

(941) 487-4210 or 911

NCF Counseling and Wellness Services

941-487-4254, to schedule an appointment by selecting "Option 1"

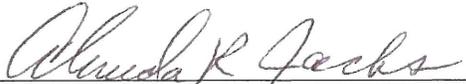
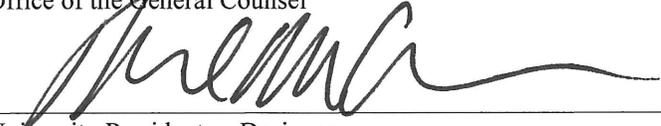
NCF's 24/7 Crisis line, 941- 487-4254, and select "Option 2"

NCF Chief Compliance Officer

<https://www.ncf.edu/departments/internal-audit-compliance-office/>

Campus Complaint Reporting Form

<https://www.ncf.edu/report-a-problem/>

Policy Approval (For use by the Office of the President)	
 _____ Provost or Vice President of Initiating Authority	Date: <u>10/31/25</u>
 _____ Office of the General Counsel	Date: <u>10/30/25</u>
 _____ University President or Designee	Date: <u>10/30/25</u>

*History: New 10-30-2025.*