

Alice Lloyd College Anti-Hazing Policy

Alice Lloyd College is dedicated to providing a safe, respectful, and uplifting environment where all students can grow academically, socially, and spiritually. Hazing of any kind is strictly prohibited and is considered a serious violation of college policy, community standards, and state and federal laws, including the Stop Campus Hazing Act signed into law December 23, 2024.

Definition of Hazing

In accordance with the Stop Campus Hazing Act, hazing is defined as any intentional, knowing, or reckless act, whether on or off campus, committed by one person alone or acting with others, directed against a student in connection with joining or maintaining membership in any organization affiliated with the institution. Hazing includes any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, endangers, or intimidates—regardless of the person’s willingness to participate. This applies to acts committed on or off campus, formally or informally, and includes but is not limited to:

- Physical harm or the threat of harm
- Forced consumption of food, alcohol, drugs, or substances
- Acts of humiliation or degradation
- Sleep deprivation or forced physical exertion
- Psychological abuse or intimidation
- Coerced social isolation or exclusion
- Any activity that violates college policy or the law

Reporting Hazing

Alice Lloyd College strongly encourages the reporting of any known or suspected hazing. Reports may be submitted confidentially to the Dean of Students, the Office of Student Services, or the Director of Public Safety.

The College strictly prohibits retaliation against anyone who reports hazing or participates in an investigation. Reports will be reviewed in compliance with Clery Act requirements for Clery Geography.

Investigation Process

Upon receiving a hazing report, the College will:

- Acknowledge receipt of the report and ensure confidentiality to the extent possible;
- Assign an investigator from the Office of Student Services or Public Safety;
- Conduct a prompt, thorough, and impartial investigation, including witness interviews and review of relevant evidence;
- Determine responsibility using a preponderance of the evidence standard;
- Notify the complainant and respondent of the outcome;

- Apply appropriate sanctions if a policy violation occurred.

Accountability and Sanctions

Any student, student organization, club, or athletic team found responsible for engaging in hazing will be subject to disciplinary action. Sanctions may include, but are not limited to:

- Suspension or expulsion from the College
- Disbandment or suspension of organizations
- Loss of leadership positions or campus privileges
- Monetary fines and restitution for damages or harm caused
- Referral to law enforcement when appropriate

All disciplinary decisions, including the imposition of fines or additional sanctions, will be made at the discretion of the Dean of Students or other upper-level College administration, based on the severity, intent, and impact of the behavior.

Appeals Process

Any student who is charged with an infraction of any Alice Lloyd College regulation may appeal the decision in writing to the appropriate Dean (academic or non-academic) who issued the disciplinary action within three (3) days of receiving the disciplinary decision. The appeal must clearly explain the basis for the appeal.

The respective Dean shall make the initial inquiry to determine if, in his or her sole judgment, there are reasonable grounds for a hearing. If it is determined that there are grounds for a hearing to be held, the Dean will contact the Chair of the appropriate Committee (i.e., Disciplinary Committee, Academic Affairs Committee, etc.*) to conduct the hearing. In all decisions involving a suspension or expulsion, the Dean will ask the student if he or she wishes to appeal the decision in writing before a disciplinary committee.

A third and final written appeal may be directed to the President of the College.

Legal Considerations

Students and organizations should be aware that hazing is a prosecutable offense under Kentucky law (KRS 164.375-164.390) and the Stop Campus Hazing Act. Violators may be subject to criminal and civil penalties in addition to any disciplinary actions taken by the College.

Prevention and Awareness Programs

Alice Lloyd College conducts research-informed, campus-wide hazing prevention and awareness programs that include:

- Annual education sessions for students, faculty, and staff
- Training on bystander intervention and ethical leadership

- Orientation programs and ongoing workshops to reinforce group cohesion and respect without hazing

These programs are reviewed annually to ensure compliance with federal guidelines and institutional effectiveness.

Campus Hazing Transparency Report (CHTR)

In accordance with federal law, the College publishes a biannual Campus Hazing Transparency Report at <https://www.alc.edu/student-life/campus-safety/>, which includes:

- The name of any organization found responsible for hazing
- A general description of the incident
- The dates of the incident, investigation initiation, conclusion, and when notice was provided to the organization

This report is updated at least twice per year.

Publication and Accessibility

This Anti-Hazing Policy is published in the College's Annual Security Report (ASR), Student Handbook, and is available publicly on the Alice Lloyd College website at <https://www.alc.edu/student-life/campus-safety/>.

Commitment to Community

Hazing has no place at Alice Lloyd College. We are committed to fostering a culture of integrity, leadership, and mutual respect—where every student feels safe, supported, and valued.