

UCF-3.005 Hazing Prohibition, Prevention, and Reporting

(1) General Prohibition and Reporting Requirement.

- (a) To provide a safe and healthy campus environment, the University of Central Florida prohibits all forms of hazing. Students, registered student organizations, other student groups, whether or not officially recognized by the university, university employees, DSO employees, volunteers, and any individuals associated with a registered student organization or student group are all prohibited from participating in or condoning hazing.
- (b) Anyone with knowledge of a hazing incident is expected to report the incident to the Office of Student Conduct and Academic Integrity and/or the University Police Department. All reports of hazing will be directed for investigation to the appropriate department depending on the nature of the report.

(2) Hazing.

- (a) Hazing is any action or situation that recklessly or intentionally endangers the mental or physical health and/or safety of a student for purposes including but not limited to: initiation or admission into, or affiliation with, any organization operating under registration with the University or any student group operating with official sanction of the University.
- (b) Hazing includes brutality of a physical nature such as whipping, beating, branding, forced calisthenics, exposure to the elements; forced consumption of any food, liquid, liquor, drug, or other substances; or other forced elements; or other forced activity which could adversely affect the mental or physical health or safety of the individual.
- (c) Hazing includes any activity which could subject the individual to extreme mental stress such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or any other activity that could adversely affect the mental health or dignity of the individual.
- (d) Hazing includes forcing, pressuring, or coercing, the student into violation of University policies or federal, state, or local law.
- (e) Hazing includes soliciting a person to commit or being actively involved in the planning of any act of hazing as defined above where the act of hazing creates a substantial risk of physical injury or death to the person(s) hazed.
- (f) It is not defense to an allegation of hazing that:
 - 1. the consent of the victim had been obtained;
 - 2. 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
 - 3. 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.
- (g) 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.

(3) Student, Registered Student Organization, and Other Student Group Hazing Prohibited.

- (a) Students, registered student organizations, and other student groups, whether or not officially recognized by the University, are prohibited from engaging in hazing as defined in this regulation, UCF-5.008 Student Code of Conduct, and UCF-5.012 Organizational Code of Conduct.

- (b) Allegations of hazing against students, registered student organizations, or other student groups will be reviewed by the Director of Student Conduct and Academic Integrity or designee to determine if an investigation is warranted, and if so, the Director of Student Conduct and Academic Integrity or designee will determine the format of investigation based on the nature of the allegation and information available.
- (c) Students, registered student organizations, and other student groups found in violation of this regulation and UCF-5.008 Student Code of Conduct, and/or UCF-5.012 Organizational Code of Conduct will be subject to sanctions, up to and including expulsion and removal from the university per UCF-5.009 Student Conduct Review Process; Sanctions, and UCF-5.013 Student Conduct Review Process; Sanctions; Appeals, respectively.

(4) Employee and Volunteer Hazing Prohibited.

- (a) University employees, DSO employees, and volunteers are also prohibited from engaging in hazing, as defined in this regulation.
- (b) Allegations of hazing against employees will be reviewed by University Compliance, Ethics, and Risk to determine if an investigation is warranted, and if so, University Compliance, Ethics, and Risk will determine the format of the investigation based on the nature of the allegation and information available.
- (c) Employees found in violation of this regulation will be subject to applicable disciplinary procedures up to and including termination per UCF-3.0124 Discipline and Termination for Cause for Non-Unit Faculty and Non-Unit A&P Staff Members, UCF-3.0191 Disciplinary Action – USPS, or the employee’s collective bargaining agreement.
- (d) Volunteers found to have engaged in hazing will be considered in violation of their Volunteer Services Agreement and subject to revocation of their status as a University Volunteer.

(5) Criminal Prosecution.

- (a) Under Florida law, hazing is a criminal offense. *See* Fla. Stat. 1006.63. Suspected acts of hazing, whether committed by a student, student organization, employee, or volunteer, will be referred to the University Police Department for investigation and possible criminal prosecution.
- (b) Criminal penalties for committing hazing include, but are not limited to, monetary fines and imprisonment.
- (c) Pursuant to Andrew’s Law, a person may not be prosecuted for hazing if he or she calls for medical assistance or otherwise renders aid to a hazing victim, provided that all other statutory requirements are met. *See* Fla. Stat. 1006.63(11) and (12).

(6) Retaliation Prohibited. Individuals who make a good faith report of hazing allegations are protected from retaliation. Retaliation includes, threats, intimidation, unlawful harassment, coercion, violence or any other conduct that would discourage a reasonable person from reporting hazing activity, from participating in a hazing investigation, or from making good faith efforts to intervene as a bystander to hazing activity.

(7) Clery Act and Campus Hazing Transparency Reporting.

- (a) Reports of hazing will be included on the university’s daily crime log in accordance with the Jeanne Clery Campus Safety Act (“Clery Act”) requirements and will be reviewed for the distribution of a timely warning or emergency notification as appropriate.

- (b) For purposes of reporting statistics on hazing incidents as required by the Stop Campus Hazing Act, the University will use the definitions located in 20 U.S.C. 1092(f)(6)(A).
- (c) In July and December each year, the university will publish a Campus Hazing Transparency Report, available to the public on the university's anti-hazing website <https://antihazing.sswb.ucf.edu/> that summarizes the findings concerning any student organization found to be in violation of this regulation and the university's Organizational Code of Conduct related to hazing. The report will include:
 - 1. The name of the student organization.
 - 2. A general description of the violation that resulted in a finding of responsibility.
 - 3. The date the incident was alleged to have occurred.
 - 4. The date the investigation was initiated.
 - 5. The date the investigation ended with a finding.
 - 6. The date the university provided notice to the student organization of the finding.

(8) Prevention and Awareness Programs.

The university shall provide at least one research-informed program annually on hazing prevention and awareness for all students and employees. This training will include prevention strategies intended to stop hazing before it occurs, as well as approaches that promote group cohesion without the use of hazing. Additional information on hazing prevention and self-guided training modules will be available on the university's anti-hazing website.

Authority: BOG Regulation 6.021 and Stop Campus Hazing Act. History—New 9-22-25.