

UT Southern: Hazing Prevention Procedure	
Version 1	Publication Date: January 30, 2026

I. PURPOSE

This procedure is to educate the campus community on how to identify, act on, and prevent hazing at UT Southern as part of our commitment to creating and maintaining a safe and nondiscriminatory learning, living, and working environment.

II. SCOPE

This procedure applies to all UT Southern students, student groups, student organizations, and employees. This procedure is adopted subject to and in accordance with the Stop Campus Hazing Act (codified at 20 U.S.C. § 1092 (f)) and Tennessee Code Annotated § 49-7-123.

III. DEFINITIONS

Under the UT Southern Student Code of Conduct, "hazing" refers to "any intentional or reckless act, on or off University-controlled property, by one (1) student, acting alone or with others, which is directed against any other student, which endangers the mental or physical health, safety, or welfare of that student, or which induces or coerces a student to endanger his or her mental or physical health, safety, or welfare." "Hazing" does not include customary athletic events or similar contests or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization, regardless of the student's willingness to participate.

IV. REPORTING

If there is an immediate threat to health or safety, individuals should contact 911 or Campus Safety & Security immediately.

A. Students:

1. Students who witness, experience, or have reasonable suspicion that hazing may be occurring or has occurred in the past, are encouraged to report the concerns immediately.
2. Reporting can be made in one or more of the following manners:
 - a) Online: cm.maxient.com/reportingform.php?UTSouthern&layout_id=0
 - b) In-person or via Telephone:
 - i. Office of Student Conduct: studentaffairs@utsouthern.edu, or 931-424-4073
 - ii. Safety & Security: security@utsouthern.edu, or 931-309-7502
 - iii. CARE On Call: utsouthern.typeform.com/carealert, or 931-309-1670
 - c) Anonymous Reporting (online): cm.maxient.com/reportingform.php?UTSouthern&layout_id=0
3. Students are encouraged to provide as much detail as possible such as individual(s) or organization(s) involved, date, time, location, and any supporting evidence.
4. Retaliation against individuals who report hazing violations in good faith is strictly prohibited and will be addressed as a separate conduct violation.

B. Employees:

1. All University employees¹ who witness, receive a report of, or have reasonable suspicion that hazing may be occurring or has occurred in the past, are encouraged to report the incident within 48 hours.

¹ Certain University employees are designated as Campus Security Authorities (CSAs) for purposes of the Jeanne Clery Campus Safety Act, 20 U.S.C. § 1092(f). CSAs are required to report incidents of hazing, as defined by the Clery Act, 20

2. Reporting can be made in one or more of the following manners:
 - a) Online: cm.maxient.com/reportingform.php?UTSouthern&layout_id=0
 - b) In-person or via Telephone:
 - i. Office of Student Conduct: studentaffairs@utsouthern.edu, or 931-424-4073
 - ii. Safety & Security: security@utsouthern.edu, or 931-309-7502

V. EDUCATION & PREVENTION

- A. Hazing Response & Prevention Committee
 1. Membership of this committee shall include at least one representative from each of the following University units: Student Engagement and Student Organizations; Safety & Security; Clery; Wellness and Prevention; and Athletics.
- B. Education & Prevention Programming for Students:
 1. All first-year students are invited to a hazing prevention training occurring during Firehawk U, the University's onboarding program prior to the start of the fall semester as part of primary hazing prevention efforts.
 2. All Registered Student Organizations (RSO) officers must attend a RSO Information Session once per year that provides an overview of the hazing policy as part of primary hazing prevention efforts.
 3. All new members of fraternities and sororities must attend a hazing prevention training. This training is offered at least once in the fall semester and at least once in the spring semester as part of primary hazing prevention efforts.
 4. All student-athletes must attend pre-season meetings which include hazing prevention training and a review of the anti-hazing policy found in the Student-Athlete Handbook provided and maintained by UT Southern Athletics as part of primary hazing prevention efforts.
 5. Hazing bystander intervention training is available for students upon request or as needed as response or intervention.
- C. Education & Prevention Programming for Employees:
 1. All RSO advisors must attend a RSO Information Session once per year that provides an overview of the hazing policy as part of primary hazing prevention efforts.
 2. RSO faculty/staff advisors must receive Clery Act compliance training that includes hazing reporting requirements for CSAs.
- D. Hazing Prevention Week:
 1. Each fall, the University organizes Hazing Prevention Week as part of primary hazing prevention efforts. This focused week of activities seeks to foster conversation across students, faculty, and staff to build awareness, educate about campus policy and reporting options, and reduce hazing behaviors. The week's educational activities provide strategies for building group cohesion without hazing, bystander intervention techniques, and social norm messaging, among other evidence-based practices. All students are invited, and RSO leaders and student-athletes are strongly encouraged to attend.

VI. INVESTIGATION PROCESS

- A. For the investigation process for both individual students and student organizations, please reference the UT Southern Student Code of Conduct at utsouthern.smartcatalogiq.com/. The investigation and determination process can be found in Appendix A, Section 7 (Student Rights and Pre-Hearing Procedures), Section 8 (Student Conduct Board Hearings), Section 10 (Appeals), and Section 11 (Sanctions).

VII. HAZING TRANSPARENCY

- A. The Office of Safety & Security will annually publish UT Southern's Campus Hazing Transparency Report on the Hazing Prevention portion of the University website.

U.S.C. § 1092(f)(6)(A)(vi), to the Clery Coordinator as soon as possible after hazing has been reported to the CSA. Employees who have questions about their reporting responsibilities should contact the Clery Coordinator.

- B. UT Southern's Campus Hazing Transparency Report will summarize findings concerning RSO found to be in violation of hazing, as defined by the UT Southern Student Code of Conduct. The Report will include only information following student conduct processes and adjudications (excluding allegations or investigations) and will exclude personally identifiable information.
- C. UT Southern's Campus Hazing Transparency Report will be updated each January and each July.

VIII. **RESPONSIBLE OFFICIAL AND ADDITIONAL CONTACTS**

If the identified officials change, responsibility will transfer to the individual serving in the designated role.

- A. Hazing Response & Prevention Committee Chairperson: Sarah Catherine Richardson
- B. Clery Compliance Coordinator: Josie Brown

IX. **RELATED POLICIES/GUIDANCE DOCUMENTS**

- A. UT Southern Student Code of Conduct, available online at utsouthern.smartcatalogiq.com/.
- B. Tennessee Anti-Hazing Law, Tenn. Code Ann. § 49-7-123. Hazing prohibited.

(a) As used in this section, unless the context otherwise requires:

(1) "Hazing" means any intentional or reckless act in Tennessee on or off the property of any higher education institution by one (1) student acting alone or with others which is directed against any other student, that endangers the mental or physical health or safety of that student, or which induces or coerces a student to endanger such student's mental or physical health or safety. "Hazing" does not include customary athletic events or similar contests or competitions, and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization; and

(2) "Higher education institution" means a public or private college, community college or university.

(b) Each higher education institution shall adopt a written policy prohibiting hazing by any student or organization operating under the sanction of the institution. The policy shall be distributed or made available to each student at the beginning of each school year. Time shall be set aside during orientation to specifically discuss the policy and its ramifications as a criminal offense and the institutional penalties that may be imposed by the higher education institution.