



Prohibition of Hazing by Faculty & Staff # 1705.024

INITIAL EFFECTIVE DATE:	LAST REVISION DATE:	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT
August 7, 2025	August 7, 2025	Division of Human Resources

POLICY STATEMENT

Florida International University is dedicated to facilitating a respectful and safe environment for faculty, staff, students and visitors. Hazing committed by university faculty, staff, or visitors, volunteers, or third parties affiliated with the university is forbidden. This includes hazing activities that take place on university owned, or controlled property, at events sponsored by the university, or in connection with any University affiliated group or activity, including Student Organizations. It is a violation of this Policy if the act falls under either the federal or state definition of hazing.

EXAMPLES OF HAZING. This includes, but is not limited to, acts of coercion, forced consumption of substances, physical brutality, mental or emotional stress such as forced exclusion, sleep deprivation, public humiliation or any other conduct that would adversely affect the dignity, well-being, or lawful rights of another person.

Invalid Defenses for Hazing

- . The University does not recognize any of the following as defenses to a charge of hazing:
- The individual subjected to hazing consented to the activity;
 - The activity was not part of an official University or organization-sanctioned event or was not otherwise sanctioned or approved by the organization; and/or
 - The activity was done after the individual was admitted as a member to an organization.

MITIGATION/ AMNESTY. Hazing behaviors can cause serious physical and neurological harm and can be life-threatening. As such, individuals are encouraged to make responsible decisions and to seek medical attention should they find themselves or others in serious or life-threatening situations that result from hazing activities.

- This protocol seeks to diminish fear of disciplinary action in such situations and to encourage individuals and organizations to seek needed medical attention for students in distress. The University may not charge anyone with an alleged violation of this policy if the behavior meets the criteria outlined in Florida Statutes Section 1006.63 (11)(a) and (12). This includes, but is not limited to, the individual remaining on scene with the person in need of immediate medical assistance until medical personnel or law enforcement arrive, and cooperating fully with those responding, or as otherwise determined appropriate by the Senior Vice President of Human Resources or designee. The University may also consider this behavior a mitigating

factor when determining potential consequences that could arise against a student, student organization, faculty, or staff member (e.g., the fact that individuals sought help will be favorably considered in potential sanctioning). This applies only to University regulations and policies.

- Department agencies, including the Florida International University Police Department, may act within their jurisdictions in enforcing the laws enacted by the State of Florida, the United States, or any other locality, state or nation where jurisdiction may be invoked.

REPORTING INCIDENTS. Anyone who receives a report, observes or learns of an alleged incident of hazing or has Reasonable Cause to suspect that hazing or a violation of this policy has occurred must promptly contact the Florida International University Police Department at (305)-348-2626 or file a report at report.fiu.edu. Dial 911 to report an emergency situation.

The following offices can also be contacted with concerns or complaints:

[Report a Concern](#)

[University Compliance Office Hotline](#)

[Office of Civil Rights, Compliance and Accessibility](#)

[Dean of Students](#)

[Division of Student Affairs](#)

[Student Conduct & Academic Integrity](#)

[Employee & Labor Relations](#)

[Office of Internal Audit](#)

INVESTIGATING REPORTS. The University will investigate reports of potential hazing following the procedures outlined in the Procedures.

RETALIATION PROHIBITED. It is prohibited 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.

DISCIPLINE. Employees found to have participated in, facilitated, or failed to report hazing will be subject to disciplinary action, up to and including dismissal from employment, and may also be subject to criminal prosecution in accordance with Florida Statutes Section 1006.63.

PREVENTION AND AWARENESS PROGRAMS. Hazing activities are not only associated with Greek organizations but may occur as part of athletic teams, other clubs, and organizations on campus. As such, the University has implemented a variety of programs directed to educate students, faculty, and staff regarding safeguarding against hazing and reporting potential incident of hazing. The courses listed below are part of the University's



research-informed campus-wide prevention program designed to reach students, faculty, and staff which include information on the University's hazing policy and primary prevention strategies intended to stop hazing before hazing occurs, which may include skill-building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing.

- Centralized website with FIU's anti-hazing resources: <https://antihazing.fiu.edu>
- Hazing prevention courses on FIU Develop: <https://develop.fiu.edu/?query=hazing>
- At a minimum, an annual notification campaign will be conducted each Fall by the Division of Student Affairs and Office of University Compliance and Integrity to notify all students, faculty and staff of the Anti-Hazing Policy and the availability of the prevention and awareness courses.

SCOPE

This policy applies to all Florida International University employees and volunteers, including faculty, staff, temporary employees, and student employees regardless of appointment type, work location, or affiliation.

REASON FOR POLICY

To establish a policy that prohibits hazing by faculty, staff, or visitors and ensures compliance with federal and Florida law as well as University standards of professional conduct.

DEFINITIONS

TERM	DEFINITIONS
State Definition of Hazing	<p>Any 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:</p> <ul style="list-style-type: none">• Is committed in the course of:<ul style="list-style-type: none">○ Initiation into any organization operating under the sanction of a postsecondary institution;○ Admission into any organization operating under the sanction of a postsecondary institution;○ Affiliation with any organization operating under the sanction of a postsecondary institution; or○ The perpetuation or furtherance of a tradition or ritual

	<p>of any organization operating under the sanction of a postsecondary institution.</p> <p>In accordance with Florida Statute § 1006.63(1), 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 lawful and legitimate objective.</p> <p>Hazing does not include lawful expressive activities protected under the First Amendment to the United States Constitution.</p>
Federal Definition of Hazing	<p>Any 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—</p> <ol style="list-style-type: none"> is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a Student Organization; and causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including— <ol style="list-style-type: none"> whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity; causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;



	<ul style="list-style-type: none">• causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;• causing, coercing, or otherwise inducing another person to perform sexual acts;• any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;• any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and• any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.
Student Organization	An organization at Florida International University in which two or more of the members are students enrolled at the institution, whether or not the organization is established or recognized by the institution. This includes, but is not limited to, a club, society, association, athletic team, club sports team, fraternity, sorority, ROTC, band, or student government.
Employee	For the purposes of this policy, includes all faculty, administrative and professional staff, support personnel, temporary personnel, and student employees acting within the scope of their responsibilities on behalf of the University.
Reasonable Cause	When a person has direct knowledge of hazing or receives a credible written or oral report that hazing has occurred or is likely to occur. Reasonable cause exists even if the conduct was not sanctioned by a group or organization.
Mandatory Reporting	All employees, excluding confidential or medical personnel, who become aware of hazing through observation or credible information in the course of their duties or have Reasonable Cause to suspect that hazing or a violation of this policy has occurred must report via FIU PD or report.fiu.edu . Employees who fail to report may be subject to disciplinary action.
Complaint	Means an expression of dissatisfaction or concern related to a workplace situation.

ROLES AND RESPONSIBILITIES

Anyone who receives a report, observes or learns of an alleged incident of hazing or has Reasonable Cause to suspect that hazing or a violation of this policy has occurred must promptly. The Office of Employee and Labor Relations will oversee an investigation of the



allegations, as necessary. Yearly the Office of Compliance and Integrity will conduct a prevention and awareness campaign.

RELATED RESOURCES

Florida Statutes Section 1006.63

Florida Board of Governors Regulation 6.021

FIU Regulation 2501 Student Conduct and Honor Code

The Jeanne Clery Disclosure of Campus Security Policies & Campus Crime Statistics Act, 20 USC Section 1092(f)

The following offices can be contacted with concerns or complaints:

[Employee & Labor Relations](#)

[Office of Civil Rights, Compliance and Accessibility](#)

[Report a Concern](#)

[University Compliance Office Hotline](#)

[Office of Internal Audit](#)

[Dean of Students](#)

[Division of Student Affairs](#)

[Student Conduct & Academic Integrity](#)

CONTACTS

Florida International
University Division of
Human Resources Employee
and Labor Relations 11200
S.W. 8th Street - PC 236
Miami, Florida 33199
Telephone: (305) 348-4186
elr@fiu.edu

HISTORY

Initial Effective Date: August 7, 2025

Review Dates (*review performed, no updates*): n/a

Revision Dates (*updates made to document*): August 7, 2025



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PROCEDURE STATEMENT

Upon receiving a report or allegation of hazing involving faculty or staff, the Office of Employee and Labor Relations (ELR) shall initiate an investigation. The first step in the investigation is to determine whether the matter needs to be referred to a different office(s), such as noted below, and who should lead an investigation, if necessary. If the report pertains to a university student or student organization, ELR will coordinate with **Student Conduct & Academic Integrity (SCAI)** or designee.

- If the report pertains to a potential violation of **FIU Regulation 105, Sexual Harassment (Title IX) and Sexual Misconduct, or FIU Regulation 106, Nondiscrimination, Harassment, and Retaliation**, ELR will coordinate with the **Office of Civil Rights Compliance and Accessibility (CRCA)**.
- If the report pertains to a faculty member, ELR will coordinate with the **Faculty HR Group**.
- If the report pertains to a potential criminal matter, ELR will coordinate with the **FIU Police Department**.

If deemed necessary to protect the health, safety, or well-being of the University community, ELR and the lead investigatory unit will consider and impose, as necessary, any **interim measures or emergency actions** (e.g., no-contact directives, placement on administrative leave, or access restrictions) during the investigation.

In cases where a student named in a hazing allegation is also a University employee (e.g., resident assistant, graduate teaching assistant, recreation center employee, orientation leader, or other student worker), the University reserves the right to place the student on administrative leave (with or without pay depending on the circumstances) pending the investigation. ELR will coordinate with the student-employee's supervisor, the University Graduate School (if applicable), the Office of Research and Economic Development (if applicable), and any other applicable office.