



I. Policy Title

Anti-Hazing Policy

II. Policy Purpose and Statement

Fort Valley State University (FVSU) is committed to providing a safe, healthy, productive, and comfortable environment for all students, employees, and visitors. In accordance with the Max Gruver Act (O.C.G.A. §16-5-61) and the Stop Campus Hazing Act (20 U.S.C. § 1092(f)(1)(F)), this policy establishes FVSU's policy on hazing. This policy ensures consistency with state and federal law, as well as University System of Georgia (USG) policies and procedures.

FVSU strictly prohibits all forms of hazing. Any person or organization found to engage in, encourage, or enable hazing behavior is subject to disciplinary action under the FVSU Student Code of Conduct and may face criminal prosecution.

III. Policy Application and Effective Date

- A.** This policy applies to all FVSU employees (faculty, staff, and student workers), students, guests, and affiliated third parties. This policy also applies to all student and school organizations, whether officially recognized or not. Any events, programs, or activities conducted on, or off campus affiliated with FVSU are also covered under this policy.
- B.** This policy is effective as of June 8, 2026.

IV. Definitions

Complainant: An individual who is alleged to have experienced conduct that violates this policy.

Hazing (Stop Campus Act): 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—

- (I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

- (II) 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—
- 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;
 - 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.

Hazing (Max Gruver Act): to subject a student to an activity which endangers or is likely to endanger the physical health of a student, or coerces the student through the use of social or physical pressure to consume any food, liquid, alcohol, drug, or other substance which subjects the student to a likely risk of vomiting, intoxication, or unconsciousness regardless of a student's willingness to participate in such activity.

Reporter: An individual who reports an allegation of conduct that may violate this policy.

Respondent: An individual who is alleged to have engaged in conduct that violates this policy.

Responsible Employee: Those employees who must promptly and fully report complaints of or information regarding hazing. Responsible Employees include all FVSU faculty, staff members, and student employees. For purposes of this Policy student employees include, but are not limited to teaching assistants, residential assistants, student managers, and orientation leaders.

Student: any person enrolled or prospectively enrolled in FVSU. This includes any person who: i) is registered in or in attendance at FVSU, ii) has been accepted for

admission at FVSU, and iii) intends to attend FVSU during any of its regular sessions after a period of scheduled absence.

School Organization: means an organization at an institution of higher education (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 the institution of higher education, whether or not the organization is established or recognized by the institution.¹ It also means any association, corporation, order, club, society, fraternity, sorority, athletic team, or a group living together which has students or alumni as its principal members, including local affiliate organizations.²

V. Training, Prevention, and Education Programs

FVSU will provide students and employees with information regarding the awareness, intervention, and prevention of hazing, and the procedure to be followed in filing complaints. Annual training will be required for all advisors of student organizations. An in-person annual training will be required of all students wishing to participate in a fraternity or sorority. There will also be an annual mandatory online training course required of all students participating in student organizations.

VI. Reports of Hazing

In the interest of complying with our responsibilities in accordance with the Max Gruver Act (O.C.G.A. §16-5-61) and the Stop Campus Hazing Act (20 U.S.C. § 1092(f)(1)(F)), and Board of Regents/FVSU policies, any report of hazing to a Responsible employee must be reported to the Dean of Students as soon as practically possible. This immediate and direct reporting to the Dean of Students ensures that complaints are being addressed promptly and adequately, and most importantly, that parties are receiving essential resources.

Reports may be made directly to the Dean of Students in multiple formats to include:

- In writing by completing the [FVSU Student Complaint and Incident Reporting Form](#).
- In person: Troup Administration Building, Suite 340
- Phone: 478-825-1695
- Via Email: dos@fvsu.edu
- [FVSU Ethics Hotline](#) or you can also make a report via telephone by calling: 1-877-516-3466 (24/7).

¹ As defined by the Stop Campus Hazing Act

² As defined by the Max Gruver Act

Confidentiality

If a Reporter or Complainant requests that their identity be withheld or the allegation(s) not be investigated, FVSU will consider whether such request(s) can be honored while still promoting a safe and nondiscriminatory environment for the institution and conducting an effective review of the allegations. FVSU cannot guarantee confidentiality. Nevertheless, any form of confidentiality shall not prevent FVSU from reporting information or statistical data as required by law, including the Clery Act.

Retaliation

Anyone who has made a report or complaint, provided information, assisted, participated or refused to participate in any investigation or resolution under applicable FVSU policy shall not be subjected to retaliation. Anyone who believes they have been subjected to retaliation should immediately contact the appropriate department or individual(s) overseeing the process. Any person found to have engaged in retaliation shall be subject to disciplinary action, pursuant to the FVSU's policy.

False Complaints/Statements

Individuals are prohibited from knowingly giving false statements to an FVSU official. Any person found to have knowingly submitted false complaints, accusations, or statements, including during a hearing, in violation of applicable FVSU policy shall be subject to appropriate disciplinary action (up to and including suspension or expulsion) and adjudicated pursuant to the FVSU's policy.

Amnesty

Students are encouraged to come forward and report violations of the law and/or student code of conduct notwithstanding their choice to consume alcohol or drugs. Information reported by a student during the conduct process concerning their consumption of drugs or alcohol will not be voluntarily reported to law enforcement; nor will information that the individual provides be used against the individual for purposes of conduct violations. Nevertheless, these students may be required to meet with staff members regarding the incident and may be required to participate in appropriate educational program(s). The required participation in an educational program under this amnesty procedure will not be considered a sanction. Nothing in this amnesty procedure shall prevent a university staff member who is otherwise obligated by law (the Clery Act) to report information or statistical data as required.

VII. Process for Investigating and Resolving Reports of Hazing

Jurisdiction

Acts of Hazing will be addressed when such acts occur on institution property, at institution-sponsored or affiliated events, or otherwise violate this policy, regardless as to where such acts occur.

Access to Advisors

The Complainant and Respondent(s) shall have the right to have an advisor (who may or may not be an attorney) of the party's choosing, and at their own expense, for the express purpose of providing advice and counsel. The advisor may be present during meetings and proceedings during the investigatory and/or resolution process at which his or her advisee is present. The advisor may advise their advisee in any manner, including providing questions, suggestions, and guidance on responses to any questions posed to the advisee, but shall not participate directly during the investigation or hearing process.

Initial Evaluation of Hazing Reports

Once the Dean of Students receives a report of allegations of hazing, she or he shall convene the committee to review the report to determine whether the allegation(s) describe(s) conduct in violation of this policy. Such review will be completed by a committee consisting of the following positions:

- Dean of Students
- General Counsel
- Chief of Campus Safety
- Director of Campus Life

The committee shall also discuss the necessity of any temporary remedial measures. If the reported conduct would not be a violation of this policy and/or code of conduct, even if true, then the report should be dismissed. Otherwise, a prompt, thorough, and impartial investigation, and review shall be conducted into each report received to determine whether charges against the Respondent should be brought.

Initiation of Proceedings

Alleged violations of this policy shall follow the procedure outlined in the FVSU Student Handbook referencing the *Initiation of Proceedings* and the procedure detailed in [USG's BOR Policy 4.7.2](#) referencing the *Initiation of Proceedings*.

Temporary Remedial Measures

Temporary remedial measures may be implemented by FVSU at any point after the institution becomes aware of the alleged hazing and should be designed to protect any student or other individual in the FVSU community. To the extent temporary remedial measures are imposed, they should minimize the burden on the Reporter, the Respondent, the Complainant, and the campus community where feasible. Temporary remedial measures may include, but are not limited to:

- Change of housing assignment;
- Issuance of a “no contact” directive;
- Restrictions or bars to entering certain institution property;
- Changes to academic or employment arrangements, schedules, or supervision; and;
- Other measures designed to promote the safety and well-being of the parties and the institution’s community.

Interim Suspension

An interim suspension should only occur after determining that temporary remedial measures are not sufficient and should be limited to those situations where the Respondent poses a serious and immediate danger or threat to persons or property. In making such an assessment, FVSU should consider the existence of a significant risk to the health or safety of the Reporter, the Complainant, or the campus community; the nature, duration, and severity of the risk; the probability of potential injury; and whether less restrictive means can be used to significantly mitigate the risk.

When an interim suspension is issued, the terms of the suspension take effect immediately. The Respondent shall receive written notice of the interim suspension. The Respondent may respond and have the opportunity to be heard on whether the Respondent’s presence on campus poses a danger. The written challenge must be received by the Dean of Students within three (3) business days of the removal notice. The Dean of Students must submit the written challenge of the interim suspension to the Vice President of Student Affairs. Within three (3) business days of receiving a challenge, the Vice President of Student Affairs will determine whether the interim suspension shall remain in place. The Respondent shall receive written documentation of the decision.

Investigation

Allegations of hazing will be investigated in accordance with the procedures outlined in the FVSU Student Code of Conduct.

Resolution/Hearing

The hearing procedure for hazing allegations will follow the same process outlined in the FVSU Student Code of Conduct. Nonetheless, both Complainant and Respondent shall receive notice of the written decision.

VIII. Sanctions

In determining the severity of sanctions or corrective actions the following should be considered: the frequency, severity, and/or nature of the offense; history of past conduct; a Respondent's willingness to accept responsibility; previous institutional response to similar conduct; strength of the evidence; and the wellbeing of the university community. The hearing committee will determine sanctions and issue notice of the same, as outlined above.

The broad range of sanctions includes: expulsion; suspension for an identified time frame or until satisfaction of certain conditions or both; temporary or permanent separation of the parties (e.g., change in classes, reassignment of residence, no contact orders, limiting geography of where parties can go on campus) with additional sanctions for violating no-contact orders; required participation in sensitivity training/awareness education programs; required participation in alcohol and other drug awareness and abuse prevention programs; counseling or mentoring; volunteering/community service; loss of institutional privileges; delays in obtaining administrative services and benefits from the institution (e.g., delaying registration, graduation, or diplomas); additional academic requirements relating to scholarly work or research; financial restitution; or any other discretionary sanctions directly related to the violation or conduct.

For suspension and expulsion, the hearing officer or panel must articulate, in its written decision, the substantial evidence relied upon in determining that suspension or expulsion were appropriate. For purposes of this Policy substantial evidence means evidence that a reasonable person might accept to support the conclusion.

IX. Appeals

Appeals may be allowed in any case where sanctions are issued, even when such sanctions are held “in abeyance,” such as probation or expulsion. Where the sanction imposed includes a suspension or expulsion (even for one held in abeyance), the following appellate procedures must be provided.

The Respondent shall have the right to appeal the outcome on any of the following grounds: (1) to consider new information, sufficient to alter the decision, or other

relevant facts not brought out in the original hearing (or appeal), because such information was not known or knowable to the person appealing during the time of the hearing (or appeal); (2) to allege a procedural error within the hearing process that may have substantially impacted the fairness of the hearing (or appeal), including but not limited to whether any hearing questions were improperly excluded or whether the decision was tainted by a conflict of interest or bias by the Dean of Students, investigator(s), decision makers(s); or (3) to allege that the finding was inconsistent with the weight of the information.

The appeal must be made in writing, must set forth one or more of the bases outlined above, and must be submitted to the Dean of Students within five (5) business days of the date of the final written decision. The appeal will be reviewed by the Vice President of Student Affairs.

The appeal shall be a review of the record only, and no new meeting with the Respondent or any Complainant is required. The Vice President of Student Affairs may affirm the original finding and sanction, affirm the original finding but issue a new sanction of greater or lesser severity, remand the case back to any lower decision maker to correct a procedural or factual defect, or reverse or dismiss the case if there was a procedural or factual defect that cannot be remedied by remand. The Vice President of Student Affairs' decision shall be simultaneously issued in writing to the parties within a reasonable time period. The Vice President of Student Affairs' decision shall be the final decision of the institution.

Should the Respondent wish to appeal the final institutional decision, they may request review by the Board of Regents in accordance with the [Board of Regents' Policy 6.26 on Application for Discretionary Review](#).

Appeals received after the designated deadlines above will not be considered unless FVSU or Board of Regents has granted an extension prior to the deadline. If an appeal is not received by the deadline the last decision on the matter will become final.

X. Public Disclosure and Hazing Transparency Report

In compliance with federal and state law, FVSU will publicly disclose hazing violation within 15 calendar days of final adjudication on FVSU website. The information shall include at a minimum:

- The name of the school organization;
- The date or dates on which the hazing occurred; and

- A description of the specific hazing related findings, sanctions, adjudications, and convictions for any person or school organization.

The disclosures will remain available for a minimum of five years.

XI. Forms

[FVSU Student Complaint and Incident Reporting Form](#)

XII. Related Resources

- A. [Student Handbook and Code of Conduct](#)
- B. [Public Disclosure and Hazing Transparency Report](#)
- C. [USG BOR Policy 4.7](#)
- D. [Max Gruver Act](#)
- E. [Stop Campus Hazing Act](#)

XIII. Responsible Party

Questions regarding this policy should be directed to:

Party	Office, Phone, and Email
Dean of Students	Student Affairs and Enrollment Management dos@fvsu.edu Phone: (478) 825-1695

Policy History and Revisions

Date	Notes
1.2026	Policy conditionally approved
6.8.2026	Policy approved