

POLICY NAME		HAZING PREVENTION AND REPORTING POLICY			
POLICY NO.	PSA-14-26	VERSION NO.	01	EFFECTIVE DATE	September 29, 2026

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INTRODUCTION/PURPOSE

Ana G. Méndez University (AGMU) is committed to maintaining a safe, respectful, and inclusive educational environment free from hazing and other behaviors that threaten the health, safety, dignity, or well-being of students and members of the University community.

SCOPE

This policy applies to the entire Ana G Méndez University community.

PROCEDURE

Definition of Hazing

Ana G. Méndez University prohibits hazing in connection with initiation into, affiliation with, or the maintenance of membership in a student organization. Hazing includes any intentional, knowing, or reckless act committed by a person, individually or together with others, against one or more persons, regardless of their willingness to participate, that causes or creates a risk, above the reasonable risk ordinarily encountered in participating in the University or organization, of physical or psychological injury.

Examples of Hazing include:

- 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.

Student organizations include all University organizations in which two or more of the members are students enrolled at the University, whether or not the organization is established or officially recognized by the University.

How to Report

Suspected hazing should be reported promptly to the Office of Student Affairs and/or Campus Security. Situations involving immediate danger, injury, threats, or possible criminal conduct should be reported by calling 911 and notifying Campus Security.

Investigation Process

Upon receipt of a report or information of possible hazing, the Dean of Student Affairs will promptly initiate an investigation into the allegations and implement safety measures, as necessary. The investigation may include, to the extent relevant, interviews parties and witnesses and the review of pertinent documentation (*e.g.*, student or personnel files, relevant law enforcement documents).

If there is sufficient information or evidence available to support a potential violation of University policy, the Dean of Student Affairs will initiate the Student Conduct process by providing written notice (including e-mail) to the student(s) alleged to have violated University policy. The notice will include information regarding the specific charges alleged, the potential sanctions, and a link to the Student Conduct procedures.

Student organizations found responsible may be denied recognition or have their recognition revoked, and individual students may also be subject to disciplinary action, as appropriate. A student may be accountable to both law enforcement authorities and to the University for acts which constitute violations of the law and University policy. Student conduct allegedly constituting a felony or misdemeanor offense may be referred to the appropriate law enforcement agencies. University disciplinary proceedings will not be subject to challenge on the grounds that criminal charges involving the same incident have been filed, prosecuted, dismissed, reduced, or otherwise resolved or that such proceedings constitute double jeopardy.

Prevention and Awareness Programming

The University provides educational programming to students, staff, and faculty regarding the awareness of and prevention of hazing. Programming is conducted for all incoming students and new employees during their respective orientation processes, and ongoing prevention and awareness programs are conducted throughout the year for all current students and employees. These programs may include orientation for new AGMU Student Organizations, orientation and training for faculty advisors and mentos, annual activities/events calendar reminders and will include the information emphasized below.

As required under federal law, these programs address:

- The University's policies relating to hazing;
- How to report incidents hazing;
- The University's process used to investigate allegations of hazing;
- Applicable local, State, and Tribal laws on hazing
- Primary prevention strategies intended to stop hazing before it occurs, which may include skill building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing.

Applicable Florida State Laws

Under Florida Law, hazing is a criminal offense with penalties that vary based on the severity of the act. See Fla. Stat. § 1006.63.

However, under "Andrew's Law," a person cannot be prosecuted for criminal hazing if s/he establishes all of the following:

1. That s/he was present at an event where, as a result of hazing, a person appeared to be in need of immediate medical assistance.
2. That s/he was the first person to call 911 or campus security to report the need for immediate medical assistance.
3. That s/he provided his or her own name, the address where immediate medical assistance was needed, and a description of the medical issue to the 911 operator or campus security at the time of the call.
4. That s/he remained at the scene with the person in need of immediate medical assistance until such medical assistance, law enforcement, or campus security arrived and that s/he cooperated with such personnel on the scene.

Notwithstanding the above, under Andrew's Law, a person is immune from prosecution if the person establishes that, before medical assistance, law enforcement, or campus security arrived on the scene of a hazing event, the person rendered aid to the hazing victim. "Aid" includes, but is not limited to, rendering cardiopulmonary resuscitation to the victim, clearing an airway for the victim to breathe, using a defibrillator to assist the victim, or rendering any other assistance to the victim which the person intended in good faith to stabilize or improve the victim's condition while waiting for medical assistance, law enforcement, or campus security to arrive.

Campus Hazing Transparency Report

The University will collect information with respect to alleged hazing incidents, and following the first finding of a violation, the University will develop a Campus Hazing Transparency Report (the "Report"). The Report will findings concerning any University-established or recognized student organization found to be in violation of the University's prohibition on hazing.

The Report will be made prominently available on the University's website and will be updated at least twice per year, provided a hazing violation has been found since the date the Report was last published. For each violation, the Report will include:

- The name of the student organization involved;

- A general description of the violation that resulted in a finding of responsibility, including whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the University, and any sanctions placed on the student organization, as applicable; and
- The dates on which the incident was alleged to have occurred, the investigation into the incident was initiated, the investigation ended with a finding that a hazing violation occurred, and the institution provided notice to the student organization that the incident resulted in a hazing violation.

Each update to the Report will be posted on the University's website and maintained for a period of 5 calendar years from the date of publication. Along with the Report, the University will include information about the University's hazing policy and applicable laws regarding hazing and provide a link to access hazing statistics in the University's Annual Security Report.

ENFORCEMENT

Further disregard and/or non-compliance in these areas, or with company policy in general, will result in further corrective action, up to and including termination of employment.

VALIDITY

This Policy will come into effect from the date of its publication and will remain in effect until amended or rescinded.

Disclaimer: To protect the identities of our officials, electronic versions of executive orders and policies are published without signature. Nonetheless, these electronically published documents should be considered duly approved and signed for all applicable purposes. If you have any questions regarding this matter, please direct them to the personnel of the Vice Presidency of Student Affairs.

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