

Division: University Operations

Section: Operations

Department: Campus Safety

Policy Name: Stop Campus Hazing Act

Effective Date; July 1, 2026

Termination Date:

Initial Approval By: Associate Vice President- Campus Operations

Changes Approved By: Senior Leadership, Emmanuel University

Policy Provisions

Topic 1: What is Hazing

1. Hazing refers to any activity expected of someone joining a group (or to maintain full status or leadership position in a group) that humiliates, degrades, or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing activities are typically defined as actions taken, or situations created intentionally or unintentionally by an individual or group, whether on or off-campus, to produce mental or physical discomfort, embarrassment, harassment or ridicule in another person or group, regardless of the consent of the participants. Any act that interferes with regularly scheduled classes or academic pursuits of a student may also be defined as hazing.
2. Emmanuel University adheres to state, local and federal guidelines in all hazing matters. Emmanuel's position on hazing is consistent with state and federal law prohibition on hazing activities. Emmanuel University does not permit the hazing of a student as a requirement for membership, participation or obtaining a leadership position in any student organization, athletic team, club or group. Hazing is not consistent with the mission of Emmanuel University and is in opposition to the founding principles of the organization. Emmanuel will not tolerate hazing in any form. All acts of hazing by any organization, member, and/or alumni are specifically forbidden.
 - a. The Stop Campus Hazing Act (SCHA) introduces the first federal definitions of hazing and student organizations, ensuring that higher education institutions report hazing incidents in their Clery Reports. These federal definitions take precedence over state laws, requiring institutions to comply with the broader federal standards.
 - b. The Max Gruver Act bans individuals in student organizations, including fraternities and sororities, at colleges, universities, and technical schools from subjecting students, as a condition of membership or status, from performing any act that could endanger their physical health or from coercing them into consuming food, alcohol, or drugs that could result in vomiting, intoxication, or unconsciousness.

Topic 2: Definitions

1. SCHA defines hazing as “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, [e.g., a club, student government, athletic team, fraternity, or sorority]; 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 (a) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity; (b) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity; (c) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances; (d) causing, coercing, or otherwise inducing another person to perform sexual acts; (e) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; (f) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and (g) 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.”
 - a. Max Gruver Act defines hazing as a "means 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”.
2. School/Institution: Emmanuel University is subject to the Max Gruver Act as well as to the SCHA.
3. Student/school organization: SCHA defines the term “student organization” as “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.”
4. Max Gruver defines the terms "school organization" 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.
5. For purposes of this policy and investigation purposes, the terms “student organization” and “school organization” are used interchangeably.
6. Student: Student means any person enrolled or prospectively enrolled at Emmanuel University.

Topic 3: Recognizing the Signs of Hazing

1. Hazing is not always obvious, and individuals may not realize they are being subjected to it. Common signs include:
 2. Being required to carry certain items or dress in a specific way.
 3. Performing demeaning tasks for other members.
 4. Forced physical exertion beyond reasonable expectations.
 5. Withdrawal from normal activities or exhibiting distress.
 6. Secrecy surrounding group activities or initiations.
 7. Justifications such as “it’s a tradition” or “we all went through it.”
8. To determine whether an activity constitutes hazing, ask: Would this be acceptable if reviewed by a college administrator, coach, or parent? Would you feel comfortable defending this activity in a court of law? If the answer is no, it is likely hazing.

Topic 4: Hazing Prevention and Education

To combat hazing, Emmanuel University and student organizations can take proactive steps to educate and enforce policies. Effective prevention strategies include:

1. Education and awareness - Ensuring students and organizations understand anti-hazing laws and policies.
2. Bystander intervention – Encouraging individuals to speak up and report hazing when they see it.

3. Strict policy enforcement - Holding organizations accountable with a zero-tolerance approach.

Topic 5: Report Hazing

1. Prevent hazing by fostering a culture of respect, responsibility, and positive traditions. If you witness or experience hazing, report immediately to ensure a safe and inclusive student environment. Call 911 if you or someone else is in danger.
 - a. Any Emmanuel University faculty member, coach, or other employee who becomes aware of hazing activity or suspected hazing activity should report such activities to the Associate Vice President of Campus Operations, Dr. Kirk McConnell.
 - b. All students who become aware of hazing activity or suspected hazing activity should report such activities to the Associate Vice President of Student Life, Jordan Wallum.

Topic 6: Sanctions for Hazing

1. Any Emmanuel University employee violating the Emmanuel University Hazing policy shall be subject to disciplinary action by the Director of Human Resources. Sanctions can range from suspension to termination.
2. Any Emmanuel University students, student organizations, and athletic teams who violate the Emmanuel University Hazing policy or engage in hazing activities shall be subject to disciplinary action by the Assistant Vice President of Student Life, Jordan Wallum. Sanctions can range from organizational loss of recognition to suspension to expulsion for individuals.
3. Any Emmanuel University employee or student who violates applicable local and state laws shall face appropriate legal action.
 - a. Any person who violates the Georgia SB 85, Max Gruver Act, shall be guilty of a misdemeanor of a high and aggravated nature.

Topic 7: Excellent Hazing Resources

- [Full Text of Senate Bill 85](#)
- [Hazing Prevention Network](#)
- [Stop Hazing](#)
- [Inside Hazing Anti-Hazing Education](#)
- [We Don't Haze: A Clery Center Documentary](#)

Topic 8: Interpreting Authority

For questions regarding interpretation or implementation of the Hazing Policy, contact the Associate Vice President of Campus Operations, Dr. Kirk McConnell, Kmccconnell@ec.edu.