

## **UNIVERSITY POLICIES AND STATEMENTS ALCOHOL & DRUG POLICY**

Dillard University recognizes that illegal or abusive use of alcohol and other drugs by members of the university community has a detrimental effect on the university's commitment to provide continual excellence in teaching, research and education. Misuse of drugs by students poses hazards both to the individual involved and to the community. Students share with faculty and staff the responsibility for creating attitudes conducive to eliminating the abuse of alcohol and other drugs within the university community.

Dillard University's approach to addressing substance abuse emphasizes:

- Promoting a healthy environment for our campus community.
- Maximizing opportunities for student development and academic success.
- Taking effective steps to create and maintain a drug-free workplace and educational environment for students, faculty and staff.
- Providing continuous access to prevention, health promotion and medical and behavioral healthcare services, along with referrals to off-campus treatment facilities as appropriate.
- Encouraging individuals who are experiencing problems associated with alcohol and other drugs to seek assessment and treatment.
- Engaging in ongoing self-assessment of university sanctions for the illegal manufacture, distribution, use or possession of drugs and the unlawful possession or use of alcohol.
- Compliance with the Drug-Free Schools and Communities Act Amendments of 1989: Public Law 101-226 (Appendix A) and Executive Order 12564, Public Law 100-71 and subsequent regulations including the Drug Free Workplace Act (Appendix B).

Please visit [www.dillard.edu](http://www.dillard.edu) and click on MyDU for the complete drug and alcohol policy.

## ANTI-HAZING POLICY

### I. Policy Statement

Dillard University supports only those activities that are constructive, educational, and inspirational and contribute to the intellectual growth and personal development of students. The university unequivocally opposes any situation intentionally created to produce mental or physical discomfort, embarrassment, harassment, or ridicule.

### II. Introduction

In accordance with Acts 635, 637 and 640 of the 2018 Regular Session of the Louisiana Legislature (“Louisiana Hazing Laws”), Dillard University hereby adopts this Uniform Policy on Hazing Prevention (“Policy”) applicable to all Louisiana postsecondary education institutions. This Policy aims to enhance the University’s efforts to establish mandatory requirements and is designed to create and maintain safety for all students who participate in the institution’s activities, programs, groups, teams, organizations and Greek-lettered associations.

For purposes of this Policy, the definitions of key terms and other mandatory provisions shall remain consistent with those in Acts 640 and 635 and 637 of 2018, codified at R.S.17:1801.1, R.S. 14:40.8 and R.S. 14:502 respectively. Dillard University will amend this Policy to reflect any subsequent changes to these statutes. In cases of any inconsistency, the statutory provisions shall supersede any such inconsistent provision in this Policy. The statutory provisions and this Policy shall supersede any inconsistent provision in the institution’s policy.

### III. Definitions

Hazing means any intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against another when both of the following apply:

- i. The person knew or should have known that such an act endangers the physical health or safety of the other person or causes severe emotional distress.
- ii. The act was associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization.

#### **Consent is not a defense.**

Hazing includes but is not limited to any of the following acts associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization:

- i. Physical brutality, such as whipping, beating, paddling, striking, branding, electric shocking, placing of a harmful substance on the body, or similar activity.
- ii. Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.
- iii. Activity involving consumption of food, liquid, or any other substance, including but not limited to an alcoholic beverage or drug, that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.
- iv. Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

For purposes of this Policy, hazing shall not include a physical activity that is normal, customary, and necessary for a person's training and participation in an athletic, physical education, military training, or similar program sanctioned by the postsecondary education institution.

**Organization** is a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, band, spirit group, athletic team, or similar group whose members are primarily students at, or former students of, a postsecondary education institution, including the national or parent organization of which any of the underlying entities provided for in this definition is a sanctioned or recognized member at the time of the hazing.

**Pledging** is any action or activity related to becoming a member of an organization, including recruitment and rushing.

**Appropriate authority** includes:

- i. Any state or local law enforcement agency.
- ii. A 911 Public Safety Answering Point as defined in Title 33 of the Louisiana Revised Statutes of 1950.
- iii. Emergency medical personnel.

**Reckless behavior** is an activity or behavior in which a reasonable person knew or reasonably should have known that the activity or behavior may result in injury to another, including but not limited to excessive consumption of alcohol, binge drinking, drag racing, consumption of any controlled dangerous substance, acts of hazing, or other similar activity.

**Serious bodily injury** is bodily injury that involves unconsciousness, extreme physical pain, or protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member, organ, or mental faculty, death, or a substantial risk of death.

Assigning or endorsing “pranks” such as harassing another organization, panty raids, or setting off fireworks or other incendiary devices.

Defacing trees, grounds or buildings on or off University property.

Conducting hunts or quests.

Interrogations conducted in a psychologically damaging manner. Prohibiting a person from talking for an extended period of time. Engaging in public stunts and buffoonery.

Acts of servitude.

“Walking the line”

Compliance with Laws

Additional Definitions to the aforementioned actions provided in the Uniform Policy on Hazing Prevention, Dillard considers the following actions or activities as acts of hazing:

Dillard University’s policy complies with applicable laws and regulations, and will be amended to reflect changes to such laws and regulations, including but not limited to the following:

A. Act 635 of the 2018 Regular Session of the Louisiana Legislature, which creates the crime of criminal hazing, provides definitions and exceptions, and establishes exceptions and penalties;

2. Act 637 of the 2018 Regular Session of the Louisiana Legislature, which creates an obligation to offer reasonable assistance, including seeking medical assistance, to someone who has suffered serious bodily injury caused by reckless behavior, including hazing; and
3. Act 640 of the 2018 Regular Session of the Louisiana Legislature, which prohibits hazing at Louisiana's postsecondary institutions, requires the Louisiana Board of Regents ("BOR") to adopt a uniform policy on hazing prevention, requires postsecondary institutions to adopt and expand on BOR's uniform policy in a manner consistent with the laws and BOR policy.

In accordance with Act 637 of 2018, codified at R.S. 14:502, Dillard University requires any person at the scene of an emergency who knows that another person has suffered bodily injury caused by an act of hazing shall, to the extent that the person can do so without danger or peril to self or others, give reasonable assistance to the injured person.

Any person who violates the provisions of R.S. 14:502 shall be fined not more than one thousand dollars, imprisoned with or without hard labor for not more than one year, or both.

If the serious bodily injury results in the death of the person, any person who violates the provisions of R.S. 14:502 shall be fined not more than two thousand dollars, imprisoned with or without hard labor for not more than five years, or both.

It is the right of every student at Dillard University to be free from the humiliation and danger of hazing. Hazing by any individual or organization shall be viewed as incongruent with the mission and values of the university. Each student and organization is responsible for designing programs that recognize the moral, spiritual, and intellectual qualities of human rights.

# ***THE LOUISIANA BOARD OF REGENTS UNIFORM POLICY ON PUBLIC INFORMATION ON HAZING PREVENTION***

## **I. POLICY STATEMENT**

The Board of Regents (BOR) does not condone hazing in any form at any postsecondary education institution in the state. All Louisiana postsecondary institutions shall prohibit hazing and take all reasonable measures to address hazing, including without limitation: adoption of effective policies; clear communication to campus organizations, students and other stakeholders of laws and policies; prompt and faithful enforcement thereof; education; and training. All Louisiana postsecondary institutions shall be committed to providing a supportive educational environment free from hazing, one that promotes its students' mental and physical well-being, safety and respect for one's self and others. All Louisiana postsecondary institutions shall implement policies and procedures in compliance with this policy and shall take prompt and appropriate action to investigate and effectively discipline those accused of such conduct in a manner consistent with all applicable laws.

## **II. INTRODUCTION**

In accordance with Act 382 of the 2019 Regular Session of the Louisiana Legislature ("Act 382"), the Louisiana Board of Regents ("BOR") hereby adopts this Uniform Policy on Public Information on Hazing Prevention ("Policy") applicable to all Louisiana postsecondary education institutions. This Policy aims to enhance the Legislature's efforts to make relevant non-confidential information on hazing incidents reported at an institution or by the institution's students available to the public in accordance with applicable laws and regulations. This Policy is intended to be implemented in conjunction with the BOR Uniform Policy on Hazing Prevention.

For purposes of this Policy, the definitions of key terms and other mandatory provisions shall remain consistent with those in Acts 640 and 635 and 637 of 2018, and Act 382 of 2019, codified at R.S. 17:1801.1, R.S. 14:40.8 and R.S. 14:502. BOR will amend this Policy to reflect any subsequent changes to these statutes. In cases of any inconsistency, the statutory provisions shall supersede any such inconsistent provision in this Policy. The statutory provisions and this Policy shall supersede any inconsistent provision in an institution's policy.

## **III. DEFINITIONS**

For purposes of this Policy, Information on Reported Hazing shall mean the information required to be reported by institutions and organizations to law enforcement under Act 382. All other terms, including Hazing, Institutions and Organizations, shall have the same meaning as defined in Acts 640, 635 and 637 of 2018 and Act 382 of 2019.

## **IV. PUBLIC ACCESS TO INFORMATION ON REPORTED HAZING**

When an institution or organization receives sufficiently credible and specific information about an alleged act of Hazing, the institution or organization shall make the Information on Reported Hazing public, subject to the following restrictions and exemptions:

The Information on Reported Hazing shall be redacted to comply to the fullest extent with applicable laws and regulations, including the Family Educational Rights and Privacy Act and the Health Insurance Portability and Accountability Act; and After necessary redactions have been made pursuant to Subsection IV (a) above, any other information or details that could reasonably lead to the identification of the individual(s) involved in the incident or reasonably jeopardize the safety of the person reporting the incident shall be redacted.

The Information on Reported Hazing, with the redactions authorized above, shall be made public on each institution's website specific to hazing; in addition, an institution may also make such information available on any platform related to hazing, such as brochures or other materials or other source of information that an organization or institution maintains or uses.

### **DRESS CODE POLICY**

The dress code is based on the theory that learning to use socially acceptable manners and selection attire appropriate to specific occasions and activities are critical factors in the total educational process. Understanding and employing these behaviors not only improves the quality of one's life, but also contributes to optimum morale, as well as embellishes the overall campus image. They also play a major role in instilling a sense of integrity and an appreciation for values and ethics.

The continuous demonstration of appropriate manners and dress insures that Dillard University students meet the very minimum standards of quality achievement in the social, physical, moral and educational aspects of their lives and essential areas of development necessary for propelling students toward successful careers. Based on this premise, students at Dillard University are expected to dress neatly at all times. The following are examples of appropriate dress for various occasions:

- Classroom, Cafeteria, Kearny Hall and University offices: neat, modest, casual or dressy attire.
- Interviews: business attire.
- Social/Recreational activities, residence hall lounges (during visitation hours): modest, casual, or dressy attire.
- Balls and galas: formal, semi-formal, and dressy attire respectively.

Students may be denied entrance to various functions if their manner of dress is deemed inappropriate.

Examples of inappropriate dress and/or appearance include but are not limited, to:

1. Do-rags, head scarves, stocking caps, skullcaps and bandanas are prohibited at all times on the campus of Dillard University (except in the privacy of the student's living quarters) for all students. This policy item does not apply to headgear considered a part of religious or cultural dress.
2. Baseball caps, head coverings and hoods in any building.
3. Midriffs or halters, mesh, netted shirts, tube tops or cutoff tee shirts in classrooms, cafeteria, Kearny lounge and offices.
4. Bare feet or indoor slippers.
5. Blue jeans at programs dictating professional or formal attire, such as Commencement.
6. Clothing with derogatory, offensive, and/or lewd messages either in words or pictures.
7. **Pants must be worn fastened securely at the waist and are not allowed to sag below the waistline.**

### **IDENTIFICATION CARD POLICY**

Each student is issued a University identification card at registration. Students, faculty, and staff are required to display their identification cards at all times, and, when asked, present to a University official. Lost or stolen identification cards must be replaced within ten (10) business days.

Dillard University's Office of Public Safety enforces the wearing of the Dillard University ID Badge by all members of the university community.

## **ENFORCEMENT GUIDELINES**

1. Campus Public Safety Officer will have the discretion to ask all personnel entering Dillard's campus via the walkway gates or in a vehicle to present their Dillard University ID Badge.
2. Students, faculty, and staff may be asked to wear ID's in a visible fashion to be seen by campus public safety officers and others on campus.
3. All departments should ask for the ID of faculty, staff, and students to verify identity.
4. No personnel are allowed to give their ID Badge to another employee or person to gain entry into a selective card access area or to use privileges associated with the card (i.e. meal plan; copy rights; entrance to events)
5. Each department head will be asked to submit names of employees in their area that would need building (Rosenwald Hall) access after 6:00pm when the building is closed for the evening.

## **VISITOR POLICY**

Visitors that are scheduled to meet with or have an appointment to meet with someone on campus should email name, date, time of visit, and place of visit to the Office of Public Safety so a parking pass and visitor's pass can be issued at the gates.

Visitors of campus residents must present a valid picture ID to Residential Life staff and complete the sign-in process upon entering any residence hall or facility. Visitors must complete the sign-out process upon exiting the halls or facilities. Visitors must adhere to all university policies. All visitors must be accompanied by the host at all times.

### **Entering campus after close of business and weekends:**

1. Students, faculty, or staff should present their Dillard University ID Badge to the officer on duty.
2. Students, faculty, or staff should provide the officer with the location or destination that they are going to or wish for the officer to open.
3. The officer will only open an area that is authorized to the faculty or staff member. The officer will not open any office not assigned to the faculty or staff member.
4. The staff or faculty member must call the DUPD Dispatcher (5310) on their departure from the area or destination.
5. Faculty or staff members not in possession of their Dillard ID badge will be cited and reported to their supervisor.

## **INVOLUNTARY MEDICAL WITHDRAWAL POLICY**

Students are considered adults when attending the University, and students have a responsibility to not cause harm to themselves or others and to participate in University life safely. A student whose conduct, actions, or statements pose a significant danger of serious harm to the health or safety of themselves or others at the University may be subject to involuntarily withdrawal from the University by the Dean of Students or designee.

Such action will be taken only after an individualized assessment of the student and his or her conduct and in consultation with the University CARE Team.

Involuntary withdrawal of a student is intended as a last resort, when all other options have been considered and are inapplicable, incompatible, or ineffective. Nothing in this policy shall, nor is intended to, override or interfere with a student's right to reasonable accommodations under the Americans with Disabilities Act.

Dillard University restates here its commitment to providing reasonable accommodations for students with disabilities.

1. A student subject to involuntary withdrawal shall be afforded written notice of the University's intended decision to seek an involuntary withdrawal stating the reasons for the action and the opportunity to provide a response to the notice for consideration by the Dean of Students or designee within five (5) days of the notice.
2. Should circumstances warrant, a student may be subject to an immediate temporary withdrawal, pending a further determination. A student subject to an immediate temporary withdrawal shall be provided notice of such withdrawal stating the reasons and an opportunity to respond to the Dean of Students or designee as soon as reasonably possible after such withdrawal. After so responding, the temporary withdrawal may be rescinded, modified, or allowed to stand pending further determination. Notice of this decision shall be given to the student.
3. Failure of a student to take the opportunity to respond at the time and in the manner provided by the University shall not affect the validity of or delay any decision made under this policy.
4. A student subject to involuntary withdrawal may receive a refund of tuition and fees.
5. A student subject to involuntarily withdrawal shall have a hold placed on his or her records and enrollment, and the University may impose conditions for readmission, including but not limited to one or more of the following:

(a) Requiring the student to provide the Dean of Students or designee a complete written assessment from the student's treating physician, independent licensed psychiatrist, or other licensed mental health provider stating that the student is ready and able to safely return to his or her educational pursuits;

(b) When necessary, a determination from an outside independent licensed psychiatrist or other licensed mental health provider retained by the University and at the cost of the student, that the student is ready and able to safely return to the University;

(c) A written agreement from the student to attend and participate in any treatment/programs/meetings to the extent recommended by student's treating physician or licensed mental health provider and/or an independent licensed psychiatrist or other licensed mental health provider retained by the University; and/or

(d) A determination by a University official or officials, made after consultation with appropriate personnel, that student has met conditions for readmission and that the University has appropriate resources to support and meet any ongoing needs of the student.

All records regarding suicide gestures or attempts will remain confidential in accordance with the Family Educational Right to Privacy Act (FERPA) and the Health Insurance Portability Accountability Act (HIPAA).

## **SMOKING POLICY**

Smoking is prohibited in Dillard University buildings and property. The use of all tobacco products are prohibited.

## **STUDENT DEMONSTRATIONS/PROTESTS**

To ensure that public demonstrations of opinion do not violate directly or indirectly the rights of others by preventing the ordinary operation of the University, applications for permits for all activities in the nature of a public speech, rally, demonstration, march, or protest must be submitted a minimum of 48 hours in advance to the Office of the Dean of Students. If approved, the activities must be conducted in accordance with the rules set forth below and not violate any policies set forth in the Code of Student Conduct. The Dean of Students reserves the right to determine the time, place, and manner of any public demonstration in order to safeguard University operations and the rights of the University community. Participation in a demonstration without prior authorization could result in conduct action. The organizers of any demonstration should be aware that they are also responsible for compliance with the Code of Student Conduct, local, state, and federal law. The following types of conduct will be treated as disruptive and unacceptable:

Obstruction or disruption of the affairs of the University including, without limitation, teaching, research, public presentations, administration, conduct procedures, athletic or dramatic events, or placement or recruitment services. Unauthorized entry to a University facility and failure to leave a University facility when requested to do so by a representative of the University.

Obstruction of the entrance or exit to a University facility or a campus roadway.