

THE COLLEGE OF THE FLORIDA KEYS BOARD RULE

Subject	Anti-Hazing	Number: 7.240
Authority	F.S. 1001.64(8)(e), 1006.63, 20 U.S.C. 1092	Approved Date: 03/28/1977
Amended	03/19/2002, 06/30/2026	

The College strictly prohibits hazing in any form, as defined by Florida Statute 1006.63 and 20 U.S.C. § 1092. Hazing is not permitted on any College property or in connection with any College-sanctioned, sponsored, or affiliated activity or event, regardless of whether it occurs on or off campus or at any of the College's centers.

This policy applies to all students, student organizations, employees, volunteers, alumni, visitors, vendors, and any affiliated individuals participating in or connected to College-sanctioned events or activities. Members of the College community that witness or become aware of any potential violations of this policy are expected to report it.

DEFINITIONS

1. Federal definition: Hazing means 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
 - a. 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
 - b. 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
 - i. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - ii. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - iii. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - iv. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - v. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - vi. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - vii. 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.
2. State definition: Hazing means any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student for purposes including, but not limited to:
 - a. Initiation into any organization operating under the sanction of a postsecondary institution.

- b. Admission into any organization operating under the sanction of a postsecondary institution;
 - c. Affiliation with any organization operating under the sanction of a postsecondary institution; or
 - d. The perpetuation or furtherance of a tradition or ritual of any organization operating under the sanction of a postsecondary institution.
- 3. Student 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.

VIOLATIONS BY STUDENTS OR STUDENT ORGANIZATIONS

- 1. Violations of this rule by individual students shall be enforced in accordance with the College's Student Code of Conduct detailed in the Student Handbook. Violations of this rule may subject individual students to the following penalties:
 - a. Minor violation – disciplinary probation; and
 - b. Major or repeated minor violations – dismissal.
- 2. Any student organization, as an organization or through any person associated with a student organization, which authorizes or participates in hazing in blatant disregard of this rule may be penalized as follows:
 - a. Minor violations – probation from operating as a student organization; and
 - b. Major or repeated violations – rescission of the authority for such organization to operate on college property or operate under the sanction of the college.
- 3. Violations by an individual or organization or through any person associated with a college organization, which authorizes or participates in hazing in blatant disregard of this rule shall be handled by the Vice President of Advancement, or designee.
- 4. Penalties enforced by the College shall be in addition to any penalty imposed for violation of any of the criminal laws of this state or for violation of any other rule of the institution to which the violator may be subject.
- 5. In determining whether a hazing violation is “minor” or “major” in scope, the primary consideration will be the presence of or potential for serious physical or emotional harm to the victim of the hazing.
- 6. A person shall be immune from prosecution in accordance with Andrew's Law as defined in Florida Statute 1006.63.
- 7. All student organizations are required to include the above anti-hazing rule in the by-laws of such organization.

PREVENTION PROGRAM FOR STUDENTS

1. The College shall provide each student with a copy of the College's anti-hazing policy and penalties by publication in the CFK Student Handbook and in the New Student Orientation.
2. Active members of all College sanctioned student organizations are required to complete a research-informed campus-wide prevention training program, as determined by the College. Training shall include at minimum:
 - c. A statement of current policies, how to report incidents of hazing, and the process used to investigate hazing, and laws on hazing.
 - d. Primary prevention strategies intended to stop hazing before hazing occurs.

PREVENTION PROGRAM ON HAZING FOR STAFF

In accordance with Florida Statutes §1006.63 and the Stop Campus Hazing Act, the College will maintain research-informed, campus-wide hazing prevention and awareness employee training and ongoing education programs that reach faculty, and staff.

CAMPUS HAZING TRANSPARENCY REPORT

The College will make a Campus Hazing Transparency Report publicly available in accordance with the Stop Campus Hazing Act.