



UNIVERSITY SYSTEM OF GEORGIA

Clery Act Hazing Reporting & Prevention

USG Clery Act Training

April 23, 2026

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Learning Objectives

- I. Understand key state and federal hazing requirements.**
- II. Understand cross-campus implementation strategies**
- III. Understand documentation requirements for the Annual Security Report and CHTR webpage.**
- IV. Identify disclosure requirements and timelines.**
- V. Apply best practices for prevention, violation reporting, and campus transparency.**



Stop Campus Hazing Act Requirements

- Prevention & Awareness Programs
- Hazing Policies & Reporting Procedures
- Hazing Statistics in the Annual Security Report
- Public Transparency & Disclosure (CHTR + Max Gruver Report)



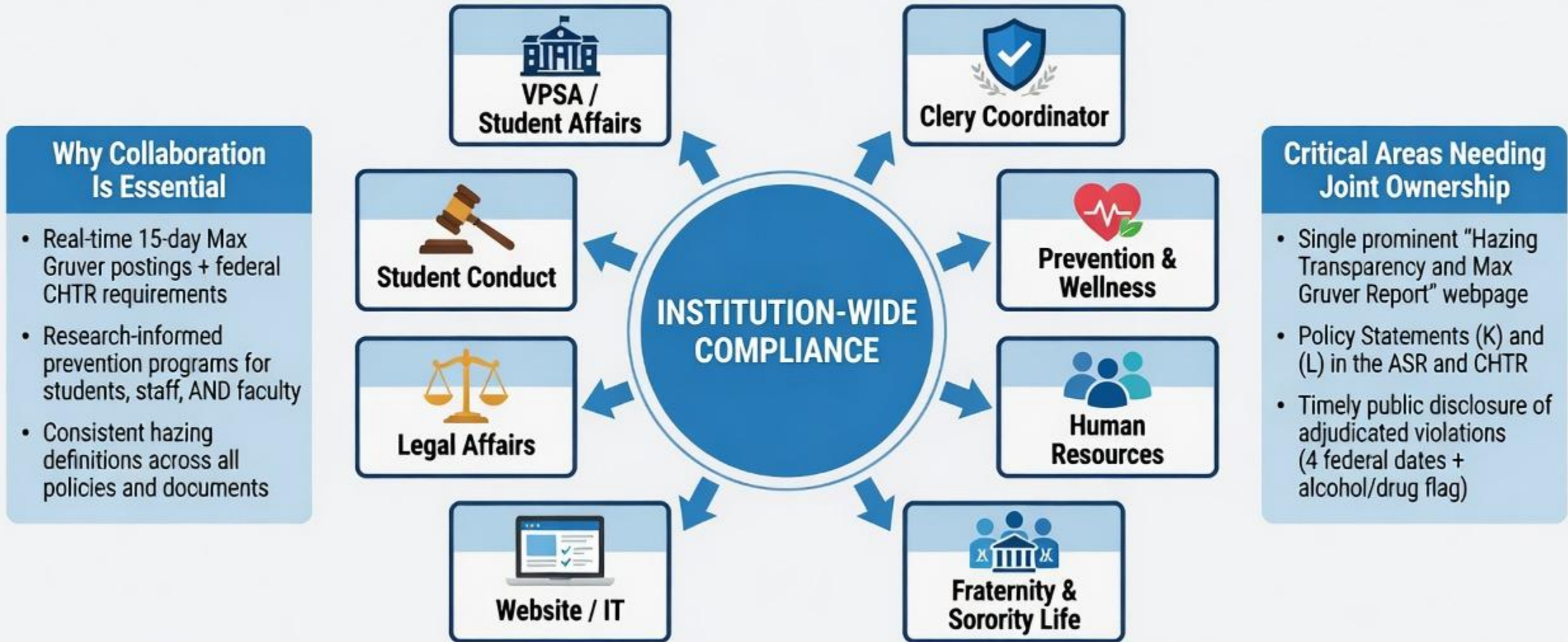
Inquiring Minds

Which officials and offices are responsible for implementing the Stop Campus Hazing Act and Max Gruber Act at your institution?



Stop Campus Hazing Act Compliance Requires Multidisciplinary Collaboration

Full compliance is an institution-wide responsibility – no single office can do it alone.



True compliance is achieved through coordinated leadership and shared accountability across departments.

Leverage Existing Connections

- Clery Act Committee
- Develop/Review ASR Policy Statements
 - Prevention Programs, 20 U.S.C. § 1092(f)(1)(L) **(Statement L)**
 - Reporting & Investigating, 20 U.S.C. § 1092(f)(1)(K) **(Statement K)**
- Collect Hazing Statistics



Prevention Is the Foundation of Effective Anti-Hazing Efforts

Research shows transparency and accountability alone are not enough

- One-time awareness programs have little sustained impact on hazing behavior
- Strongest evidence supports comprehensive, campus-wide prevention programs that build skills and change norms
- Key research-informed elements include:
 - Bystander intervention skill-building
 - Ethical leadership development
 - Strategies for healthy group cohesion without hazing
- Lasting cultural change happens through prevention — not reporting alone.



STOP CAMPUS HAZING ACT – PREVENTION & AWARENESS PROGRAMS (Statement L)

Research-informed campus-wide programs for students, staff, and faculty



STUDENTS



Workshops, orientation sessions, and peer-led training on recognizing and refusing hazing.



STAFF



Training modules on identification, mandatory reporting, and creating safe reporting environments.



FACULTY



Faculty development sessions on integrating prevention content and supporting student disclosures.



BYSTANDER INTERVENTION



Skill-building scenarios and active training using realistic campus situations.



ETHICAL LEADERSHIP



Leadership academies and cohort programs emphasizing integrity over tradition.



GROUP COHESION WITHOUT HAZING



Alternative team-building activities and bonding strategies that strengthen groups safely.

All programs must also include Statement (K) information (hazing policies, reporting procedures, investigation/due-process, and applicable laws).

Coordinated by VPSA, Prevention & Wellness, HR, and Faculty Affairs

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USG Solutions

- Vector Solutions
 - Hazing Awareness and Prevention (Faculty & Staff)
 - Hazing Awareness and Prevention for Students
- Each institution must integrate reporting, investigating, and state law requirements.
- Each institution is responsible for assigning modules to students, faculty, and staff.



Process for Creating the Plain-Language Statement (L)

A single, clear policy statement for both the ASR and CHTR webpage



“ One clear Statement (L) + actual program delivery = lasting cultural change. ”

Inquiring Minds

What four key elements must be included in the plain-language hazing policy statement for both the Annual Security Report and the Campus Hazing Transparency Report?



Statement (K): Required Hazing Policy Elements

Must be included in the Annual Security Report and on the CHTR webpage

1



Current Institutional Policies

Policies relating to hazing as defined by the institution

2



How to Report Hazing

Procedures for reporting incidents, including confidential options

3



Investigation & Due Process

The process used to investigate hazing incidents and provide due process

4



Applicable Laws

Information on applicable local, State, and Tribal laws on hazing



These four elements must be presented together in plain language as a single policy statement.

USG Hazing Policy

- USG Hazing Policy Guidance (June 13, 2025)
 - Definitions
- BOR Policy 04.06.07
(November 2025)



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HAZING POLICY GUIDANCE

To: USG Institution Presidents, General Counsels, VPSAs, and Clergy Coordinators
From: University System Office of Legal Affairs
Date: June 13, 2025
Subject: Stop Campus Hazing Act and Max Gruver Act Compliance

As you likely know, the federal Stop Campus Hazing Act was signed into law in December 2024. USG's initial guidance conveyed the Act's first compliance deadline of January 1, 2025. Institutions were to begin collecting statistics on hazing incidents using the federal definitions of hazing and student organizations for inclusion in the institution's Clergy Annual Security Report.

The Act's next compliance deadline is June 23, 2025, when institutions are required to have implemented the policy requirements of the Act. Institution Clergy Coordinators have received training on the upcoming deadline, and this memorandum provides detailed guidance for implementation. The guidance incorporates the requirements of the federal Stop Campus Hazing Act into the framework your institution established to comply with the state's Max Gruver Act, which became law on July 1, 2021.

Chancellor Perdue's expectation is that transparency builds trust and strengthens our collective work. It's essential that all institutions stay in compliance and meet this deadline and the timeline below.

No later than June 23, 2025, each institution must review its student code of conduct and related policies to ensure the following components are included:

1. **Definitions:**
Definitions of "hazing" and "school / student organization" must be included in the institution's student code of conduct such that the definitions meet or exceed the definitions set forth in both the Stop Campus Hazing Act and the Max Gruver Act. Suggested definitions that incorporate the requirements of both laws are below. Under this suggested framework, institutions would use the same definitions for both statistical reporting and conduct policies:
 - A. **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—
 - (i) is committed in the course of an initiation into, an affiliation or connection with, the maintenance of membership in, or any other condition or precondition connected to a student organization or school organization; and



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Process for Creating Comprehensive & Consistent Hazing Policies

A deliberate, cross-functional approach ensures legal compliance and real cultural impact

- Adopt one unified hazing definition that meets or exceeds both federal and Georgia law
- Conduct a full policy audit across the Student Code of Conduct, ASR, CHTR, and prevention materials
 - Include faculty, staff, third party procedures if applicable
- Draft integrated policies, reporting procedures, and investigation processes with input from all relevant offices
- Ensure full consistency across all documents and communications
- Build in regular reviews and updates to maintain alignment with Statement (K), Statement (L), and Max Gruber requirements



PROCESS FOR CREATING THE PLAIN-LANGUAGE STATEMENT (K)

A single, clear policy statement for both the ASR and CHTR webpage

1



Assemble the Team

Clery Coordinator +
Student Conduct +
Legal Affairs + VPSA

2



Gather Current Materials

Existing hazing policies, reporting procedures, and applicable laws

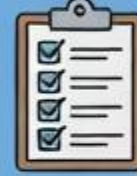
3



Draft in Plain Language

Write one cohesive, easy-to-understand statement (avoid legalese)

4



Include All Four Required Elements

- Current policies
- How to report (including confidential options)
- Investigation & due process
- Applicable local, State, and Tribal laws

5



Review for Consistency

Ensure the statement matches the Code of Conduct, CHTR, and prevention programs



One clear Statement (K) = better reporting, stronger compliance, and greater trust.

Break

Hazing Statistics in the Annual Security Report

- Institutions must collect and report statistics on hazing incidents in the Clery ASR
- Must use the federal statutory definition of hazing for all statistical reporting
- Data collection began January 1, 2025
- First full inclusion required in the ASR due October 1, 2026
- *Statistics shall be compiled in accordance with the federal definition in 20 U.S.C. § 1092(f)(6)(A)(vi)*



Inquiring Minds

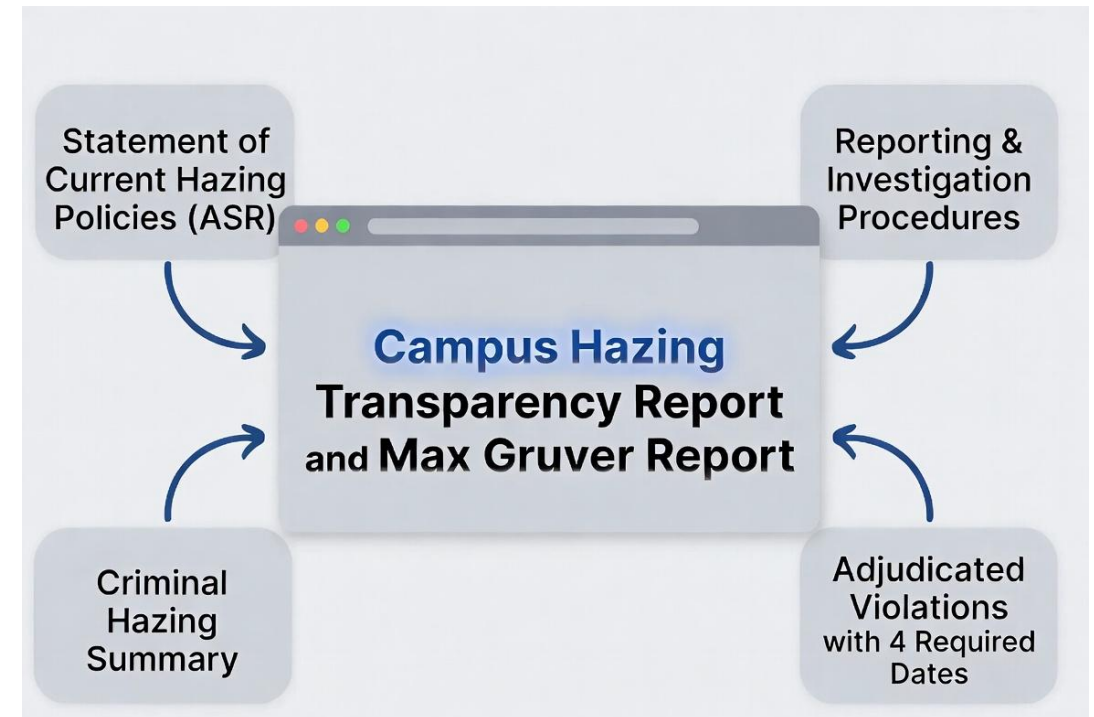
Beyond simply posting the Annual Security Report, what four specific types of information must appear on the single dedicated webpage that every USG institution is required to maintain under both the federal Stop Campus Hazing Act and Georgia's Max Gruver Act?



The Campus Hazing Transparency Report (CHTR)

The Institution's Single Prominent Online Hazing Resource

- USG Guidance (June 13, 2025) requires every institution to maintain **one dedicated, prominent webpage** that serves as the official hazing transparency hub.
- This single CHTR page must include:
 - The required statement of current hazing policies (identical to the ASR statement)
 - Reporting procedures and investigation/due-process summary
 - Criminal hazing summary
 - Cross reference to ASR statistics
 - Public disclosure of all adjudicated hazing violations (with the four federally required dates)



Campus Perspectives

College of Coastal Georgia



<https://www.ccg.edu/about/offices/publicsafety/clerycompliance/hazing-transparency-and-max-gruver-report/>

University of North Georgia



<https://ung.edu/student-integrity/hazing-information.php>



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HAZING VIOLATION DISCLOSURE REQUIREMENTS

Side-by-Side Comparison – Federal CHTR vs. Georgia Max Gruver Act

Federal Campus Hazing Transparency Report (CHTR)



- Name of student organization
- General description of the violation (include alcohol/drug flag)
- Institutional findings and sanctions
- Date incident alleged to have occurred
- Date investigation initiated
- Date investigation ended with finding of responsibility
- Date notice provided to the organization

Georgia Max Gruver Act (§ 20-1-30)



- Name of school organization
- Date or dates on which hazing occurred
- Description of specific findings, sanctions, adjudications, and convictions

Combined on one prominent 'Hazing Transparency and Max Gruver Report' webpage



General Description of the Violation

Plain language that informs the public — not legalese

- Write a short, everyday-language narrative (1–2 sentences)
- Clearly explain what type of hazing occurred and whether alcohol or drugs were involved
- Provide the public enough context to understand the nature of the incident
- Never include personally identifiable information (FERPA compliant)
- Avoid internal policy codes, citations, or excessive investigative details



Hazing Violation Disclosure Deadlines

Max Gruver Act vs. Campus Hazing Transparency Report (CHTR)

- Georgia Max Gruver Act
 - Disclosure required within 15 calendar days of final adjudication or conviction
 - Must include school organization name, date(s) of hazing, and description of findings/sanctions/convictions
 - Retained for at least 5 years
- Federal Campus Hazing Transparency Report
 - First report due no later than December 23, 2025
 - Updates required at least twice per year
 - Must include student organization name, 4 federally required dates, violation description (with alcohol/drug flag), and sanctions
 - Retained for 5 years



Conclusion

Compliance + Collaboration + Prevention = Safer Campuses

Multidisciplinary Collaboration



VPSA, Student Conduct, Clery Coordinator, Legal Affairs, Prevention & Wellness, and Website/IT working together

Clear Policies & Transparency



Plain-language Statements (K) & (L) + one prominent CHTR + Max Gruber Report webpage

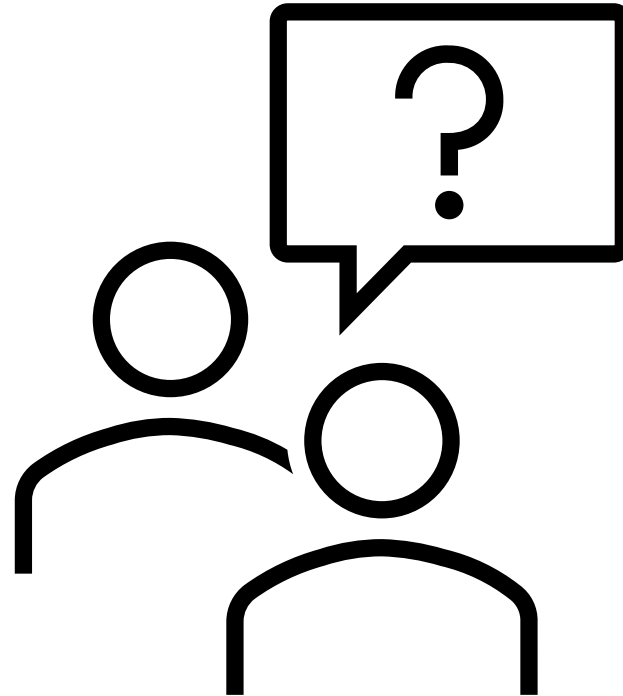
Research-Informed Prevention



Campus-wide programs that build bystander intervention, ethical leadership, and healthy group cohesion

One coordinated team. One clear message. Lasting cultural change.

Questions?



Next Steps & Action Items:

Action Items:

1. Clery Coordinators – Send me, via email (charlotte.wade@usg.edu), a link to your Hazing website that meets the criteria discussed today. **Submit by close of business Friday, May 15th.**
2. 1st Quarter (January – March) Clery Statistics were due April 15th. Please submit ASAP, in not already submitted.

Next Office Hour for Clery Coordinators is Thursday, May 7th at 1:30 PM.

Next Training is May 28th and the topic is Campus Security Authorities (CSAs).

