Policy Statement Number: PS-108
Title/Topic: Prohibition of Hazing
Effective Date: 01/23/2003
Revision Number: PS108.R00

PROHIBITION OF HAZING

PURPOSE

In accordance with the purpose and philosophy of Louisiana State University (LSU) and the laws of the State of Louisiana, this policy is consistent with the belief that true fraternalism can be nurtured only in an atmosphere of social and moral responsibility, respect for human dignity, adherence to the principles of true living-learning communities. This policy prohibits all forms of hazing, and holds that its practice is antithetical to the principles of LSU and incongruent with the responsibility of student organizations to provide constructive and educational experiences to their members.

DEFINITIONS

Hazing -- As stated in Section 5.2.B.3. of the Code of Student Conduct:
Hazing is defined as any intentional, knowing, or reckless act, occurring on or off campus, by one person alone or acting with others, that subjects a student to an unreasonable risk of physical, mental, emotional or academic harm for reasons related to that student's status at the University or for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include students at the University. Hazing includes, but is not limited to, any type of physical assault or restraint; placement of an undesirable substance on or in the body; any type of physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student; any activity or expectation which is so time consuming as to significantly interfere with class work or study time; any activity involving consumption of food, liquid, alcoholic beverage, drug, or other substance that subjects the student to an unreasonable risk of harm or that is unpleasant; any activity that would subject a reasonable person to intimidation, shame, belittlement, humiliation, embarrassment or undue mental stress, including, but not limited to personal servitude, pranks, assigning or endorsing the wearing of apparel that is conspicuous and not normally in good taste, line-ups and verbal abuse; or any activity that induces, encourages, causes, or requires the student to engage in an activity that involves a violation of law or University policy.

Activities that violate the University's prohibition against hazing include, but are not limited to,
- Activities or events that facilitate rapid drinking, drinking games, intoxication or impairment.
- Activities or expectations that are so time consuming as to significantly interfere with class work or study time.
- Any action taken or situation created which may foreseeably cause pain, injury, undue physical stress, or fatigue. This includes, but is not limited to, paddling, caning, slapping, pushing, shoving, burning, shocking, tackling, and exercise that is not part of a reasonable all-organization athletic event.

- Activities including any type of confinement, restraint, kidnapping, or transportation and abandonment.

- Activities involving lineups, interrogation or verbal abuse.

- Any activity that encourages or endorses the consumption of unpalatable foods, or unpalatable combination of foods, or the placement of unpleasant or undesirable objects or liquids on another person.

- Activities that cause psychological stress, including, but not limited to, any deception designed to convince a student that he/she will not be initiated, will be removed, or will be injured during any activity.

- Activities that involve personal servitude and/or purchasing items for others.

- Work assignments, tasks or exercise that primarily includes new members.

- Assigning, encouraging, endorsing or carelessly allowing conduct that is illegal or in violation of University policy, including, but not limited to, theft, burglary, trespassing, defacement, subjecting any animal to risk, providing false information, academic dishonesty or that could be morally objectionable to an individual.

- Creating any situation for a student that is extremely uncomfortable due to temperature, noise, size, or air quality.

- Encouraging or expecting the carrying of items by an individual that have no immediate personal utility.

- Encouraging or facilitating stunts, acts of buffoonery, and the wearing of apparel that is conspicuous and not normally in good taste, including, but not limited to dressing like animals.

Activities that may, depending on the circumstances, violate the University's prohibition against hazing include, but are not limited to

- Scavenger hunts
- Road trips
- Blindfolding

**Office of the Dean of Students** -- For the purposes of this policy, the terms “Office of the Dean of Students” and “Dean of Students” refer to the Dean of Students or the Dean's designee.

**GENERAL POLICY**

No individual student, group of students or student organization shall conduct or participate in any activity, occurring on or off campus, which includes hazing.
Hazing with or without the consent of the student being hazed is prohibited, and a violation of that prohibition renders both the person inflicting the hazing and the person submitting to the hazing subject to discipline.

**Individual Violations**

A person commits a hazing offense under this policy if that person does one or more of the following:

1. engages in hazing, including submitting to hazing;
2. solicits, encourages, directs, aids or attempts to aid another engaging in hazing;
3. carelessly allows hazing to occur; or
4. has knowledge of the planning of a specific hazing incident, or has knowledge that a specific hazing incident has occurred, and fails to report that knowledge in writing to the Dean of Students.

Students who violate the University’s prohibition against hazing are subject to sanctions in accordance with the procedures outlined in the *Code of Student Conduct*. The sanctioning of individual members of a student organization in no way precludes the sanctioning of that organization, or the imposition of civil or criminal penalties.

Louisiana State University employees that violate the University’s prohibition against hazing are subject to sanctions, including termination of employment.

**Organizational Violations**

An organization commits a hazing offense under this policy if the organization condones, encourages or recklessly allows hazing or if an officer or any combination of members, new members, prospective members, or alumni of the organization commits or assists in the commission of hazing.

Organizations that violate the University’s prohibition against hazing are subject to sanctions in accordance with the procedures outlined in *Policy Statement 52*. The sanctioning of a student organization in no way precludes the sanctioning of individual members of that organization, or the imposition of civil or criminal penalties.

**STATE LAW**

*Louisiana Revised Statutes 17:1801 Hazing prohibited; penalties*

Hazing in any form, or the use of any method of initiation into fraternal organizations in any educational institution supported wholly or in part by public funds, which is likely to cause bodily danger or physical punishment to any student or other person attending any such institution is prohibited.

Whoever violates the provisions of this Section shall be fined not less than ten dollars nor more than one hundred dollars, or imprisoned for not less than ten days nor more than thirty days, or
both, and in addition, shall be expelled from the educational institution and not permitted to return during the current session or term in which the violation occurs.

REPORTING

A faculty member, staff member, or student who becomes aware of possible hazing of LSU students must immediately report the matter to the Dean of Students, 116 Johnston Hall, 578-4307, or to the LSU PD, 578-3231.
Policy Statement Number: PS 78
Title/Topic: Serving, Possessing, and Consuming of Alcoholic Beverages on Campus
Effective Date: 08/15/2005
Revision Number: PS078.R05

Purpose

Policies of the LSU Board of Supervisors are applicable to the serving, possessing, and consuming of alcoholic beverages within its facilities and in accordance with applicable laws including but not limited to the following: “Alcoholic beverages, including beer and wine, may be served at registered social events sponsored by registered campus organizations and at events sponsored by the University or a department of the University, and at events or under circumstances for which prior written consent has been obtained from the appropriate Chancellor.” This Policy Statement sets forth the policies and procedures specifically applicable to Louisiana State University and A&M College regarding the serving, possessing, and consuming of alcoholic beverages on the campus by students, University personnel, and their guests.

Principles

Louisiana State University is committed to maintaining a safe, healthful environment that supports its educational mission. The abuse of alcoholic beverages by its students, University personnel, and their guests interferes with the accomplishment of this mission. More specifically, the abuse of alcohol (1) negatively impacts the life and well-being of citizens; (2) interferes with student learning, student retention, and student graduation; (3) generates a cost to the University through personal injury, crimes, property damage, and risk management; and (4) negatively affects the image of the University.

Because Louisiana State University seeks to create a social environment that enhances learning, the following values with regard to alcohol will be upheld: (1) abstinence, as an option, is always supported and should never be discouraged; (2) although moderate and legal alcohol use may be permitted, the drinking of alcohol is never encouraged; (3) abusive consumption of alcohol is always discouraged; and (4) participation in illegal behaviors involving alcohol is not tolerated.

Furthermore, the possession, use, sale, distribution, or manufacture of alcohol may be done only in accordance with the provisions of federal and state laws, local laws and ordinances, and University regulations, including this policy.

Inappropriate behaviors and associated negative consequences of alcohol misuse will not be tolerated. All persons on campus regardless of their status (e.g., students, personnel, and guests) must adhere to the LSU alcohol policies herein. The enforcement of community standards is a shared responsibility among all community members.
Definitions

Alcohol: Beer, wine, or distilled spirits (liquor) as defined by state law.

Alcohol Service Certification: A form supplied by the University and completed by the host/sponsor of a registered social event at which alcoholic beverages are to be served, which specifies the conditions of alcohol service and certifies that the host/sponsor both understands and agrees to abide by University policies and applicable federal, state and local laws governing such alcoholic beverage service. The certification must be submitted by the host/sponsor to the Office of the Dean of Students (for student organizations) or to the Office of Finance and Administrative Services (for non-students) at least 3 working days prior to the event.

Authorized Vendors/Servers: Caterers who have been licensed by the University through its Office of Purchasing to engage in the sale and service of alcoholic beverages on the LSU campus under applicable law and University policy. Requirements for Authorized Vendors/Servers include but are not limited to: (1) Any required governmental permits or licenses; (2) completion of Responsible Alcohol Service Training required by state law; (3) agreement to adhere to University policies and regulations, city ordinances and state laws; (4) LSU required insurance; and (5) that Vendors/Servers performing such services on the LSU campus must be 21 years or older and may not be members or affiliates of the host/sponsor organization/department.

Possession: Any situation in which an individual is or reasonably can be assumed to be holding, drinking, or transporting an alcoholic beverage. The totality of the circumstances, including the presence of alcoholic beverage containers and the number of people present under age 21, may indicate evidence of possession.

Responsible Parties: Those individuals and the entities they represent who sign the Alcohol Service Certification.

Site Permit: Written permission to serve alcohol at any location other than a University Approved Site at a specific date and time. The form to request a Site Permit is available at the Office of the Dean of Students (for student organizations) and the Office of Finance and Administrative Services (for non-students). Site Permits may not be granted for the following sites: a) Parade Ground, b) Greek Theatre, c) athletic fields and grounds assigned to the University Recreation, and d) in academic buildings in or around rooms in which classes are in session.

University Approved Sites: Sites designed by the University as approved locations for the service and consumption of alcohol whether as a part of fixed retail food and beverage operations or as professionally catered events. The Office of the Dean of Students and the Office of Finance and Administrative Services maintain a list of University Approved Sites (e.g. Faculty Club, LSU Union, the Tiger Den Suites, and the Club Seating Area).
University Regulations

The serving, possessing, and consuming of alcoholic beverages on the campus of LSU may be done only in accordance with the provisions of the State and local laws and ordinances, and applicable University regulations. The following University policies shall apply:

1. No alcoholic beverages may be possessed, distributed, served, or consumed on campus by persons under the age of 21.

2. In campus residences (including fraternity and sorority houses), alcohol may be possessed/consumed by persons at least 21 years-of-age only in private rooms/apartments, unless the entire facility is designated as alcohol-free. Alcohol is not permitted in the lobby, public areas, and immediate adjacent property of campus residences except when a Site Permit has been granted.

3. In all other cases, persons age 21 or older may possess and consume alcohol on campus only when the following conditions are met:
   a. when the alcohol is served by a University Authorized Vendor/Server; and
   b. when alcoholic beverages are served and consumed at a University Approved Site or at an event granted a Site Permit; and
   c. other than as part of a University Approved Site retail food and beverage operations, when an Alcoholic Service Certification signed by responsible parties has been accepted by the appropriate office consistent with applicable policy.

4. A Site Permit must be obtained for alcohol to be possessed, distributed, served, or consumed at any location other than a University Approved Site. At least 3 working days before the proposed event, a request for a Site Permit must be completed, submitted to, and approved by the appropriate office (Office of the Dean of Students for student organizations and Greek houses; Office of Finance and Administrative Services for all other requests).

5. The following policies pertain to the sale, purchase, and cost of alcohol on campus:
   a. Alcohol may not be distributed free-of-charge by an alcohol company or distributor at any University event or under any other circumstances on campus.
   b. Alcohol may not be sold on campus by an alcohol wholesaler or distributor.
c. University units may not distribute alcohol free-of-charge to the general public (i.e. – persons not members of the groups or their specifically invited guests).

d. Alcoholic beverages may not be furnished as an award or prize.

e. LSU funds may not be used to purchase alcoholic beverages.

6. The following regulations govern the serving of alcohol at social events:

a. The vendor/server is responsible for assuring that no person under the age of 21 is served alcohol.

b. Alcoholic beverages are to be served as an adjunct to social events and may not be the primary focus of the event. For this reason, non-alcoholic beverages and food also must be served.

c. All alcohol will be stored and legally dispensed in a designated service area within the approved site. The supply of alcoholic beverages must not be accessible to anyone except the server.

7. The sponsoring organization is responsible for ensuring that members and invited guests display responsible behavior. To that end:

a. It is prohibited to host an event where there is explicit or implicit pressure or an expectation for anyone to consume alcohol, or where there is no diversion from drinking alcohol, or where lewd, abusive or sexually degrading behavior occurs in conjunction with alcohol consumption.

b. Activities or events which encourage rapid drinking, drinking games, or drunkenness are prohibited.

c. Obviously intoxicated persons shall not be admitted or served alcohol at activities or social events.

d. Engaging in such high-risk activities or events may be considered aggravating circumstances if corrective measures are necessary.

8. Persons representing LSU off-campus or who reasonably could be construed as doing so (e.g., at conferences, seminars, competitions, performers, other activities/events) must behave legally and responsibly regarding the use of alcohol, abiding by the laws and policies of the states and/or institutions where they are visiting. The University may take action against individuals who engage in off-campus consumption of alcohol when it has negatively impacted or threatened to negatively impact the University’s mission or activities or the health, safety, or welfare of the University community.
9. Tailgating will be allowed on campus before and after the game in a manner and in areas deemed acceptable by the University.

Consumption of alcohol is not advised. Anyone under the age of 21 possessing/consuming alcohol, or anyone giving alcohol to an underage person, will be subject to arrest. Under no circumstances will any alcoholic beverages be permitted in Tiger Stadium other than at University Approved Sites. Anyone found in possession of alcohol either entering the stadium or inside the stadium is subject to being ejected without a refund of ticket price and will be subject to arrest.

This provision does not allow the staging of events that would otherwise not be permitted.

Notwithstanding this provision, possession and/or consumption of alcohol at Greek houses must be in compliance with all other requirements stated herein at all times.

Registered Student Organization Events

In addition to the above regulations, the following policies shall apply:

1. All registered student organizations must complete and file an Alcohol Service Certification and/or Site Permit with the Office of the Dean of Students or its designee 3 days prior to a proposed event.

2. The following rules apply when alcohol is served at an event hosted by a registered student organization:

   a. All registered student organizations wishing to hold social events at which alcohol may be served must have an advisor and at least three of their current executive officers participate in an alcohol policy training program at the beginning of each academic year. Additionally, in any semester in which the organization wishes to hold a social event with alcohol, at least three current executive officers must have attended the alcohol policy training program. This educational program will be presented by the Wellness Education Department of the LSU Student Health Center.

   b. No cover charge or admission charge shall be imposed at social events at which alcoholic beverages are served nor may alcohol be provided free in return for the purchase of another item (i.e. cup), and groups may not sell alcohol to participants (only Authorized Vendor/Servers may do this).

   c. Alcohol may be present only in the form of commercially prepared packages of 12 ounces or less of a beverage that contains no more than 6 percent
alcohol, with the exception that wine or champagne containing no more than 12 percent alcohol may be served at catered events provided all other rules and regulations herein are followed. Open source containers (e.g. kegs, party balls, punch bowls with an alcoholic beverage) are never permitted.

d. Individuals determined to be eligible to consume alcoholic beverages must be identified with a non-removable wrist band.

e. If an organization has received a Site Permit for a function to occur in a residential facility (including a Greek house), alcohol must be confined to the public areas of the building and grounds. Guests of the function are not allowed to enter the private living areas of the facility during the function. In addition, members of the organization may not drink alcohol in the private living areas of the facility during the social function nor bring alcohol into the function from their private living quarters.

f. Individuals may not return to a social function after they have exited the function and consumed alcohol while absent from the function.

g. Alcohol may not be served at social events open to the public.

h. Student organizations may not accept donations of alcoholic beverages.

i. No student organization may promote and/or sell alcoholic beverages. Alcoholic beverages may not be served at any fundraising activity, whether it occurs on or off campus.

Regulations for Social Functions

Hours: Registered social functions involving the serving, possessing, or consuming of alcoholic beverages may not begin before 4:30 p.m. on Monday through Thursday and 3:30 p.m. on Friday. Registered social events must end by 11:00 p.m. Sunday through Thursday and 2:00 a.m. on Saturday and Sunday following events on Friday and Saturday. Bands and amplification equipment must cease no later than 11:59 p.m. on Friday or Saturday night if outside. The administrator with whom the function must be registered may allow appropriate exceptions to the normally approved hours for social functions.

Security: Organizations must arrange security with LSU PD if required by the facility’s management, University policy or as otherwise deemed appropriate by the University. Security is typically required at events where alcohol is served, the event is open to the public, the event is late night, a large crowd is anticipated, or the event coincides with other major events. LSU PD requires at least 10 days advance notice. Outside security companies may only be used with the permission of LSU PD. The University reserves the right to determine the number of officers and other security measures required for an activity. Organizations that fail to arrange security through LSU PD, or that fail to
arrange payment for security in a timely manner are subject to University sanctions, including the loss of the privilege to have events on campus.
ILLEGAL OR ABUSIVE USE OF ALCOHOL OR OTHER DRUGS
BY STUDENTS

PURPOSE

Louisiana State University is committed to maintaining an environment which supports its educational mission. The illegal or abusive use of alcohol or other drugs by students interferes with the accomplishment of this mission. Louisiana State law prohibits the consumption, possession, distribution, possession with intent to distribute or manufacture of drugs described as controlled dangerous substances in the Louisiana Revised Statutes. Other Louisiana and East Baton Rouge Parish statutes define the illegal possession, consumption, and distribution of alcohol.

DEFINITIONS

Student: For the purpose of this Policy Statement, "student" is defined as any person taking one or more classes for any kind of academic credit except for continuing education units, regardless of the length of the student’s program of study.

POLICY AND PROCEDURES

I. CONDUCT PROHIBITED BY THE UNIVERSITY

Students of Louisiana State University are responsible for knowing and abiding by the provisions of University policies, local ordinances, Louisiana law and federal law that make it a crime to possess, consume, possess with intent to distribute, dispense, or manufacture drugs including alcohol, except as provided for by law. These legal regulations are summarized in the Exhibits. Any student who violates local, state or federal laws, either on property owned or controlled by the University, or at such other locations in the community which substantially affect the University’s interest as an academic institution, will be subject to disciplinary action under the LSU Code of Student Conduct. (See www.lsu.edu/dos)

II. PREVENTION AND INTERVENTION

Alcohol Policy Training: All recognized student organizations wishing to hold social events at which alcohol may be served must have at least three current executive officers and the University advisor of record attend an alcohol policy training workshop annually. Additionally, in any semester in which the organization wishes to hold a social event with alcohol, at least three current executive officers must have attended the alcohol policy
training program. The workshop will cover compliance with laws/policies, responsible
social event hosting, and means of responding to alcohol/drug problems and crises.
Workshops will be coordinated and implemented on behalf of the Division of Student
Life and Academic Services through the Wellness Education Department of the Student
Health Center. The Office of the Dean of Students shall maintain a current list of all
student organizations that have met this requirement.

Parental Notification: While the University recognizes that students are adults who
must make their own decisions and assume responsibility for their actions, it also
promotes partnerships between parents/guardians and students to facilitate development,
learning, and a more successful university life. Therefore, in addition to disciplinary
sanctions, Louisiana State University may send written notification to parents/guardians
of students under age 21 who have been found to violate the University’s policies on
alcohol and other drugs.

Education: The University, through the Wellness Education Department of the Student
Health Center, provides educational programs about substance abuse and chemical
dependency to students and other campus audiences. Sources of help at the University
and in the community are offered to students when needed. Other educational
opportunities are provided through various academic courses in the Colleges/Schools.
The Exhibits describe the effects of alcohol and other drugs, also communicated through
these educational opportunities.

Counseling and Support Services: The University, through the Mental Health Service of
the Student Health Center, offers confidential assessment, referral, and treatment services
to students exhibiting problems with alcohol or other drugs. In those cases where
students may require inpatient or outpatient treatment, the University may refer students
to agencies or programs outside the University.

III. CONSEQUENCES OF UNIVERSITY POLICY VIOLATION

Code of Student Conduct: The adjudication of all student violations of any University
alcohol and drug policy and the LSU Code of Student Conduct is administered by the
Dean of Students Office or designee. Any student who is found to have violated the
University alcohol and drug policies, or to possess, consume, distribute, or manufacture
illegal drugs on or about the property of the University, or in other such circumstances as
provided for by University policy, is subject to sanctions under the LSU Code of Student
Conduct. Sanctions may include, but not be limited to, probation, suspension, expulsion,
and mandated educational intervention. Sanctions for student organizations may include,
but not be limited to, a loss of status as a student organization, a loss of privileges to use
University facilities, a loss of social privileges, and/or mandated educational intervention.
Copies of the LSU Code of Student Conduct are available on the LSU website (See
www.lsu.edu/dos.)

Residential Housing Contracts: Students who are found to have violated alcohol and drug
policies as specified in the LSU Code of Student Conduct and the Residential Housing Contract may be reassigned or removed from campus housing.

**Mandated Educational Intervention Program:** The University regards student violations of alcohol policy as a serious matter, but also as an opportunity for student development and learning. As such, in addition to disciplinary sanctions, students and student organizations found to have violated a University alcohol policy must participate in a mandated educational intervention program implemented by personnel of the Wellness Education Department of the Student Health Center.

**IV. REPORTING**

In compliance with the Drug-Free School and Campuses Act, Public Law 101-226, at least once annually the University through the Vice Chancellor for Student Life and Academic Services will distribute in writing to each student as defined herein its policy regarding illegal acts involving alcohol or other controlled substances.

Every two years, the Director/Designee of the LSU Student Health Center will report to the Chancellor an assessment of the effectiveness of the institutional efforts at drug prevention, counseling, and treatment for students and will make recommendations for changes in those programs as needed. In addition, every two years the Dean of Students will report to the Chancellor all disciplinary actions taken under this policy to ensure consistent enforcement of sanctions.

**EXHIBITS**

In Compliance with the Drug-Free School and Campuses Act, Public Law 101-226

**I. EFFECTS OF ALCOHOL**

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including peer, spouse, and child abuse. Moderate to high doses of alcohol cause impaired mental functions, severely altering a person’s ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucination, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.
Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. Research also indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics.

In addition to the primary effects of alcohol upon the individual consumer, other people and the community at large can suffer various secondary effects resulting from an individual’s consumption of alcohol. These secondary harms include, among others, traffic crashes and fatalities, personal injury and death due to other alcohol-related causes, property damage and vandalism, legal costs, social and economic costs, and damage to the image of the community and institutions.
## Controlled Substances - Uses & Effects

### NARCOTICS

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<tr>
<th>DRUGS</th>
<th>CSA SCHEDULES</th>
<th>TRADE OR OTHER NAMES</th>
<th>MEDICAL USES</th>
<th>DEPENDENCE</th>
<th>TOLERANCE</th>
<th>DURATION (Days)</th>
<th>POSSIBLE EFFECTS</th>
<th>EFFECTS OF OVERDOSE</th>
<th>WITHDRAWAL SYNDROME</th>
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<td>Opium</td>
<td>II III IV</td>
<td>Smokable/Powder, Pellet, Tolerance</td>
<td>Analgesic, anesthetic</td>
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<td>High</td>
<td>3 to 6</td>
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<td>Stomach, vomiting, respiratory depression, convulsions, coma, possible death</td>
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<td>Other Narcotics</td>
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<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
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### DEPRESSANTS

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<th>DRUGS</th>
<th>CSA SCHEDULES</th>
<th>TRADE OR OTHER NAMES</th>
<th>MEDICAL USES</th>
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<th>TOLERANCE</th>
<th>DURATION (Days)</th>
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<th>WITHDRAWAL SYNDROME</th>
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<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
<tr>
<td>Benzodiazepines</td>
<td>III IV</td>
<td>Smokable/Injection</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
<tr>
<td>Methaqualone</td>
<td>III IV</td>
<td>Smokable/Injection</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
<tr>
<td>Guanethidine</td>
<td>III IV</td>
<td>Smokable/Injection</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
</tbody>
</table>

### STIMULANTS

<table>
<thead>
<tr>
<th>DRUGS</th>
<th>CSA SCHEDULES</th>
<th>TRADE OR OTHER NAMES</th>
<th>MEDICAL USES</th>
<th>DEPENDENCE</th>
<th>TOLERANCE</th>
<th>DURATION (Days)</th>
<th>POSSIBLE EFFECTS</th>
<th>EFFECTS OF OVERDOSE</th>
<th>WITHDRAWAL SYNDROME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caffeine</td>
<td>III IV</td>
<td>Smokable/Injection</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
<tr>
<td>Amphetamines</td>
<td>III IV</td>
<td>Smokable/Injection</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
<tr>
<td>Phenmetrazine</td>
<td>III IV</td>
<td>Smokable/Injection</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
<tr>
<td>Methamphetamine</td>
<td>III IV</td>
<td>Smokable/Injection</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
</tbody>
</table>

### HALLUCINOGENS

<table>
<thead>
<tr>
<th>DRUGS</th>
<th>CSA SCHEDULES</th>
<th>TRADE OR OTHER NAMES</th>
<th>MEDICAL USES</th>
<th>DEPENDENCE</th>
<th>TOLERANCE</th>
<th>DURATION (Days)</th>
<th>POSSIBLE EFFECTS</th>
<th>EFFECTS OF OVERDOSE</th>
<th>WITHDRAWAL SYNDROME</th>
</tr>
</thead>
<tbody>
<tr>
<td>LSD</td>
<td>III IV</td>
<td>Smokable/Injection</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
<tr>
<td>Mescaline and Peyote</td>
<td>III IV</td>
<td>Smokable/Injection</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
</tbody>
</table>

### CANNABIS

<table>
<thead>
<tr>
<th>DRUGS</th>
<th>CSA SCHEDULES</th>
<th>TRADE OR OTHER NAMES</th>
<th>MEDICAL USES</th>
<th>DEPENDENCE</th>
<th>TOLERANCE</th>
<th>DURATION (Days)</th>
<th>POSSIBLE EFFECTS</th>
<th>EFFECTS OF OVERDOSE</th>
<th>WITHDRAWAL SYNDROME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marijuana</td>
<td>III IV</td>
<td>Smokable/Smoke</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
<tr>
<td>Hashish</td>
<td>III IV</td>
<td>Smokable/Smoke</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
<tr>
<td>Hash Oil</td>
<td>III IV</td>
<td>Smokable/Smoke</td>
<td>Analgesic, anesthetic</td>
<td>High</td>
<td>High</td>
<td>3 to 6</td>
<td>Oral, parenteral</td>
<td>Headache, muscle pain, nausea, vomiting</td>
<td>Respiratory depression, convulsions, coma, possible death</td>
</tr>
</tbody>
</table>

* - These are known as Designer Drugs  ** - Designated a narcotic under the CSA  *** - Not designated a narcotic under the CSA
III. LOUISIANA AND EAST BATON ROUGE PARISH CRIMINAL PENALTIES

Controlled Dangerous Substances

It is unlawful in Louisiana to produce, manufacture, distribute, dispense or possess with intent to produce, manufacture, distribute, or dispense a controlled dangerous substance classified in Schedules I through V unless such substance was obtained directly or pursuant to a valid prescription or order from a licensed physician or veterinarian or as a provider in R.S. 40:978, while acting in the course of his or her professional practice, or except as otherwise authorized by law. Penalties for violation of laws regulating controlled dangerous substances follow:

Schedule I: Various opiates, hallucinogens, depressants, and stimulants (R.S. 40:966). The maximum penalty for production, manufacture, distribution, or possession with intent to produce, manufacture, distribute or dispense Schedule I narcotic drugs, is life imprisonment at hard labor without benefit of probation or suspension of sentence, and a fine of up to $50,000. The maximum penalty for the possession of any Schedule I drug, excluding marijuana or its chemical derivatives, is imprisonment at hard labor for 4-20 years (depending on the substance) and a fine of not more than $5,000. The maximum penalty for a first offense possession of marijuana or its chemical derivatives shall be a fine of not more the $500, imprisonment for not more than 6 months, or both. For quantities of 60+ pounds of marijuana, the penalty shall be imprisonment for a minimum of 10 years up to 50 years without benefit of probation or parole, and a fine of $50,000-$1,000,000, depending on the quantity involved.

Schedule II: Other narcotics, opiates, stimulants, and depressants (R.S. 40:967): The maximum penalty for violating Louisiana law concerning the production, manufacture, distribution, or possession with intent to produce, manufacture, distribute, or dispense, of any substances under Schedule II which is a narcotic drug, except cocaine or cocaine base, or which is amphetamine or methamphetamine, shall be imprisonment at hard labor for not less than 5 years up to 99 years, and a fine up to $500,000. For Pentazocaine, the maximum penalty shall be imprisonment at hard labor for not less than 7-10 years without benefit of parole, probation, or suspension of sentence, and a fine up to $15,000. For production or manufacture of cocaine or cocaine base, the penalty shall be life imprisonment and a fine up to $500,000. For any other Schedule II drug, the penalty shall be imprisonment at hard labor for not more than 10 years, and a fine of not more than $15,000. For possession of a Schedule II drug, the penalty shall be imprisonment from 2-60 years and a fine of $5,000 to $600,000, depending on the drug and quantity involved.

Schedule III and IV: Stimulants, depressants, other narcotics, and anabolic steroids (R.S. 40:968 and R.S. 40:969): The maximum penalty for violating Louisiana law concerning the manufacture or distribution of controlled dangerous substances under Schedule III shall be a term of imprisonment at hard labor for not more than 10 years and a fine up to $15,000. For possession of a Schedule III drug, the penalty shall be imprisonment up to 5 years and a fine up to $5,000. For manufacture, distribution, or possession with intent to
produce, manufacture, distribute or dispense of a Schedule IV drug, Flunitrazepam, shall be imprisonment at hard labor for not less than 5 to 30 years and a fine of not more than $50,000. For any other Schedule IV drug, the penalty shall be imprisonment at hard labor for up to 10 years and a fine not more than $15,000. For possession of a Schedule IV drug, the penalty shall be imprisonment up to 10 years and a fine up to $5,000.

Schedule V Drugs (R.S. 40:970): For manufacture, distribution, or possession with intent to produce, manufacture, distribute or dispense a Schedule V drug, the penalty shall be imprisonment up to 5 years and a fine up to $5,000. The maximum penalty for possession of a Schedule V Drug is up to 5 years imprisonment and a fine of up to $5,000.

Alcoholic Beverages

Alcohol Possession or Consumption by Person Under Age 21 (RS 14:93): In Louisiana, it is illegal for persons under the age of 21 to purchase, possess, or consume an alcoholic beverage with some exceptions. In East Baton Rouge Parish (Title 13:91), it is illegal for persons under 21 years of age to consume any alcoholic beverage except for an established religious purpose; or with the knowledge, presence and consent of a parent, spouse (age 21 or older), or legal custodian; or for medical purposes. Whoever violates the city-parish ordinance shall be fined $300 or be imprisoned for not more than 6 months, or both.

Misrepresentation of Age by a Minor (14:33): It is unlawful for any person under the age of 21 years to present or offer any evidence of age and identity which is false or fraudulent for the purpose of obtaining or purchasing alcoholic beverages. Whoever violates the provisions shall be punishable by one or more of the following: a fine of not more than $200, community service not to exceed 30 hours, and/or suspension of the violator’s true driver’s license for 90 days.

Purchase of Alcohol for Persons Under Age 21 (RS 14.93): It is illegal for any person, other than a parent, spouse, or legal guardian, to purchase alcoholic beverages on behalf of a person under 21 years of age. Whoever violates this law shall be fined not more than $500 or imprisoned for not more than 30 days, or both.

Public Drinking: In Louisiana (RS 14:93), it is unlawful for any person under age 21 to purchase or have public possession of any alcoholic beverage. Violators are fined $100 or imprisoned for not more than 6 months. In East Baton Rouge Parish (Title 13:1018), it is illegal for any person to possess, imbibe or drink alcoholic beverages in or on any public street, alley, sidewalk, right-of-way, park, playground, square or unenclosed public place, including the parking lot or other property adjacent to any licensed premise unless a special event permit has been issued. Also, it is unlawful to remove an open container containing alcoholic beverages from any establishment that is licensed to sell alcohol. Whoever is guilty of this violation shall be fined not more than $500, or imprisoned for not more than 6 months, or both.

Drinking in a Motor Vehicle: In Louisiana (RS 32:300), it is illegal for the driver of a
vehicle to possess an alcoholic beverage that is open to consumption including any bottle, can, cup, or other receptacle which has been opened or the contents have been partially removed, or has a straw protruding. Fines range from $100-$500. In East Baton Rouge Parish (Title 13:1018), it is unlawful for any person to drink, consume or be in possession of an alcoholic beverage while operating, or while riding as a passenger in, any private motor vehicle on a public road. In East Baton Rouge Parish, it also shall be unlawful to possess a container containing alcoholic beverage which has been opened (unless placed in the trunk). On a first conviction, the offender shall be fined not less than $125 and imprisoned for not less than 10 days nor more than 6 months.

Driving While Intoxicated (DWI) (RS 14:98, RS 32:661-669): It is illegal to operate any motor vehicle, aircraft, watercraft, vessel or other means of conveyance by the operator when they are 1) under the influence of alcohol beverages; 2) have a blood alcohol concentration of 0.08 or greater for persons over age 21, or 0.02 or greater for persons under age 21; 3) under the influence of narcotic drugs, central nervous system stimulants, hallucinogenic drugs or barbiturates to include prescription drugs. The maximum penalties upon arrest for a first DWI (Implied Consent Law) include loss of driver’s license for 90 days up to 180 days. The maximum penalties for a first DWI conviction include a criminal record, 6 months in jail, $1,000 fine plus court costs, and loss of a driver’s license for 90 days. (Note: Third+ convictions are felonies.) For Underage Driving Under the Influence (DUI) the maximum penalties for persons under age 21 include a criminal record, a loss of driver’s license for 6 months, a fine of $100-$250, and participation in substance abuse and driver improvement programs. Penalties increase with subsequent violations to include jail time and vehicle seizure.
### IV. Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance:

**Federal Trafficking Penalties (as of January 1, 1996)**

<table>
<thead>
<tr>
<th>Controlled Substances</th>
<th>1st Offense</th>
<th>2nd Offense</th>
<th>Quantity</th>
<th>Drug</th>
<th>Quantity</th>
<th>1st Offense</th>
<th>2nd Offense</th>
</tr>
</thead>
<tbody>
<tr>
<td>I and II</td>
<td>*Not less than 5 years. Not more than 40 years</td>
<td>*Not less than 10 years. Not more than life</td>
<td>10-99 gm pure or 100-999 gm mixture</td>
<td>Methamphetamine</td>
<td>100 gm or more pure of 1 kg or more mixture</td>
<td>*Not less than 10 years. Not more than life</td>
<td>*Not less than 20 years. Not more than life</td>
</tr>
<tr>
<td></td>
<td>*If death or serious injury, not less than 20 years or more than life</td>
<td>*If death or serious injury, not less than life</td>
<td>100-999 gm mixture</td>
<td>Heroin</td>
<td>1 kg or more mixture</td>
<td>*If death or serious injury, not less than 20 years or more than life</td>
<td>*If death or serious injury, not less than life</td>
</tr>
<tr>
<td></td>
<td>*Fine of not more than $2 million individual, $5 million other than individual</td>
<td>*Fine of not more than $4 million individual, $10 million other than individual</td>
<td>500-499 gm mixture</td>
<td>Cocaine</td>
<td>5 kg or more mixture</td>
<td>*Fine of not more than $4 million individual, $10 million other than individual</td>
<td>*Fine of not more than $8 million individual, $20 million other than individual</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>5-49 gm mixture</td>
<td>Cocaine Base</td>
<td>50 gm or more mixture</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10-99 gm pure or 100-999 gm mixture</td>
<td>PCP</td>
<td>100 gm or more pure or 1 kg or more mixture</td>
<td>*Fine of not more than $4 million individual, $10 million other than individual</td>
<td>*Fine of not more than $8 million individual, $20 million other than individual</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1-9 gm mixture</td>
<td>LSD</td>
<td>10 gm or more mixture</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>40-399 gm mixture</td>
<td>Fentanyl</td>
<td>400 gm or more mixture</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10-99 gm mixture</td>
<td>Fentanyl Analogue</td>
<td>100 gm or more mixture</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Controlled Substances Act Schedule**

**I and II**
- Other Substances Not Listed Above: (law does not include marijuana, hashish, or hash oil)
  - Any
  - *Not more than 20 years
  - *If death or serious injury, not less than 20 years, not more than life
  - *Fine $1 million individual, $5 million not individual
  - *Not more than 30 years
  - *If death or serious injury, life
  - *Fine $2 million individual, $10 million not individual

**III**
- All (included in Schedule III are anabolic steroids, codeine and hydrocodone with aspirin or Tylenol®, and some barbiturates)
  - Any
  - *Not more than 5 years
  - *Fine not more than $250,000 individual, $1 million not individual
  - *Not more than 10 years
  - *Fine not more than $500,000 individual, $2 million not individual
<table>
<thead>
<tr>
<th>Description</th>
<th>Quantity</th>
<th>1st Offense</th>
<th>2nd Offense</th>
</tr>
</thead>
</table>
| Marijuana         | 1,000 kg or more mixture; or 1,000 or more plants | *Not less than 10 years, not more than life  
*If death or serious injury, not less than 20 years, not more than life  
*Fine not more than $4 million individual, $10 million other than individual | *Not less than 20 years, not more than life  
*If death or serious injury, not more than life  
*Fine not more than $8 million individual, $20 million other than individual |
| Marijuana         | 100 kg to 999 kg mixture; or 100-999 plants | *Not less than 5 years, not more than 40 years  
*If death or serious injury, not less than 20 years, not more than life  
*Fine not more than $2 million individual, $5 million other than individual | *Not less than 10 years, not more than life  
*If death or serious injury, not more than life  
*Fine not more than $4 million individual, $10 million other than individual |
| Marijuana         | 50 to 99 kg mixture; 50 to 99 plants | *Not more than 20 years  
*If death or serious injury, not less than 20 years, not more than life  
*Fine $1 million individual, $5 million other than individual | *Not more than 30 years  
*If death or serious injury, not more than life  
*Fine $2 million individual, $10 million other than individual |
| Marijuana         | Less than 50 kg mixture |                                                                  |                                                                               |
| Hashish           | 10 kg or more              | *Not more than 5 years  
*Fine not more than $250,000, $1 million other than individual | *Not more than 10 years  
*Fine $500,000 individual, $2 million other than individual |
| Hashish Oil       | 1 kg or more               |                                                                               |                                                                               |

Federal Possession Penalties

21 U.S.C. 844(a)
1st conviction: Up to 1 year imprisonment and fined at least $1,000 but not more than $100,000, or both.
After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least $2,500 but not more than $250,000, or both.
After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least $5,000 but not more than $250,000, or both.
Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to $250,000, or both, if:
(a) 1st conviction and the amount of crack possessed exceeds 5 grams.
(b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
(c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881(a)(7)
Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack)

21 U.S.C. 881(a)(4)
Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a
Civil fine of up to $10,000 (pending adoption of final regulations).

21 U.S.C. 853a
Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)
Ineligible to receive or purchase a firearm.

Miscellaneous
Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

Note: The above section includes only Federal penalties and sanctions. See previous sections on State penalties and sanctions that may apply.

Permanent Memorandum No. 73 (Supersedes PM-73 dated June 18, 2014)

Effective December 15, 2015

F. King Alexander, President

TITLE IX AND SEXUAL MISCONDUCT POLICY

POLICY STATEMENT

In accordance with Title IX and other applicable law, Louisiana State University ("LSU") is committed to providing a learning, working, and living environment that promotes integrity, civility, and mutual respect in an environment free of discrimination on the basis of sex and sexual misconduct which includes sexual assault, sexual harassment, dating violence, domestic violence, stalking and retaliation.

LSU prohibits sexual misconduct and sexual discrimination and has implemented this policy and procedure to prevent acts of sexual misconduct and sexual discrimination and to take prompt and appropriate action to investigate and effectively discipline those found to have engaged in such conduct in a manner consistent with the law and due process.

LSU shall provide support and assistance to those who complain of sexual misconduct and shall report instances of sexual misconduct in accordance with law. This policy applies to all persons without regard to sexual orientation, gender identity and/or gender expression. Sexual misconduct violates an individual's fundamental rights and personal dignity. LSU considers sexual misconduct in all of its forms to be a serious offense. This policy has been developed to reaffirm these principles and to provide recourse for individuals whose rights have been violated. This policy establishes a mechanism for determining when rights have been violated in all LSU functions, including employment, student life, campus support services, LSU programs and/or an academic environment.

NONDISCRIMINATION NOTICE

LSU does not discriminate on the basis of race, creed, color, marital status, sexual orientation, gender identity, gender expression, religion, sex, national origin, age, mental or physical disability, or veteran's status in its programs and activities and provides equal access to its programs and activities. Inquiries regarding the non-discrimination policy should be directed to the individual or individuals designated in each campus’ applicable policy.
FREEDOM OF SPEECH

This policy is not intended to infringe on any form of speech that is protected by the First Amendment of the United States Constitution nor to regulate protected speech.

I. JURISDICTION

A. This policy shall apply to conduct that occurs on an LSU campus, at LSU sponsored activities, and/or when the student or employee is representing LSU. LSU shall have discretion to extend jurisdiction over conduct that occurs off campus when the conduct adversely or significantly affects the learning environment or LSU community and would be a violation of this policy and/or any applicable campus policy or code of conduct, if the conduct had occurred on campus. In determining whether or not to extend jurisdiction, LSU may consider, among other factors, its ability to gather information and affect a resolution. LSU may extend jurisdiction (over off-campus conduct) if the alleged conduct by the student or employee:

1. Involved violence or produced a reasonable fear of physical harm; and/or
2. Involved any other members of the LSU community or any academic work, records, documents, or property of LSU.

B. Each student shall be responsible for his/her conduct from the time of acceptance for admission through the actual awarding of a degree or departure from the University.

C. Employees are responsible for their conduct during work hours, on campus, at LSU-sponsored activities, and/or when the employee is representing LSU or when their conduct would adversely affect LSU’s image, regardless of whether such conduct occurs on-campus or off-campus.

D. This policy also applies to any person who is both a student and an employee at LSU, arising out of, or in connection with, conduct in either or both of those capacities. Any violation of this policy may subject such person to disciplinary action, as applicable, in either or both of those capacities.

II. DEFINITIONS

"Sexual Misconduct": A sexual act or contact of a sexual nature that occurs, regardless of personal relationship, without the consent of the other person(s), or that occurs when the person(s) is unable to give consent or whose consent is coerced or obtained in a fraudulent manner. For the purpose of this Policy, sexual misconduct includes, but is not limited to, sexual assault, sexual abuse, violence of a sexual nature, sexual harassment, non-consensual sexual intercourse, sexual exploitation, video voyeurism, contact of a sexual nature with an object, or the obtaining, posting or disclosure of intimate descriptions, photos, or videos without the express consent or the persons depicted therein, as well as dating violence, domestic violence and stalking, as well as crimes of a sexual nature as defined in Title 14 or the Louisiana Revised Statutes or at La. R.S. 44:51.

"Advisor of Choice" or "Confidential Advisor": A student or employee has the right to have an "Advisor of Choice" or a "Confidential Advisor", present during any meeting conducted under this policy.

"Advisor of Choice": This Advisor can be any person who the student or employee chooses but may not have personal involvement regarding any facts or circumstances of the alleged misconduct. This Advisor's only function shall be to assist and/or consult with the student or employee. This Advisor may not act
as a spokesperson. This Advisor may be an attorney but participation shall be limited as stated above.

"Confidential Advisor": A person trained in accordance with law and designated by the campus who the student or employee can choose to have support and advise them in accordance with law during the complaint process. This Confidential Advisor may be present during any meeting conducted under this policy to assist and/or consult with the student or employee. This Confidential Advisor may not act as a spokesperson.

"Coercion": The use of express or implied threats, intimidation, or physical force which places an individual in fear of immediate harm or physical injury or causes a person to engage in unwelcome sexual activity. Coercion also includes administering a drug, intoxicant, or similar substance with the intent to impair that person's ability to consent prior to engaging in sexual activity.

"Complainant": Any student or employee who alleges a violation under this policy.

"Consent": Consent to engage in sexual activity must exist from the beginning to the end of each instance of sexual activity. Consent is demonstrated through mutually understandable words or actions that clearly indicate a willingness to engage in a specific sexual activity. Silence alone, without actions evidencing permission, does not demonstrate consent. Consent must be knowing and voluntary. To give consent, a person must be of legal age. Assent does not constitute consent if obtained through coercion or from a person who the alleged offender knows or should reasonably know is incapacitated. The responsibility of obtaining consent, through mutually understandable words or actions, rests with the person initiating sexual activity. Use of alcohol or drugs does not diminish the responsibility to obtain consent. Consent to engage in sexual activity may be withdrawn by any person at any time. Once withdrawal of consent has been expressed, the sexual activity must cease. Consent is automatically withdrawn by a person who is no longer capable of giving consent. A current or previous consensual dating or sexual relationship between the Parties does not itself imply consent or preclude a finding of responsibility.

"Dating Violence" includes but is not limited to:

"Dating Violence" as defined by the Clery Act: Violence, including but not limited to sexual or physical abuse or the threat of such abuse, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged victim. The existence of such a relationship will be determined based on a consideration of the length and type of relationship and the frequency of interaction.

"Dating Violence" as defined by Louisiana Law: Includes but is not limited to physical or sexual abuse and any offense against the person as defined in the Criminal Code of Louisiana, except negligent injury and defamation, committed by one dating partner against the other (La. RS § 46.2151(C)) For purposes of this Section, "dating partner" means any person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the following factors:
(1) The length of the relationship,
(2) The type of relationship, and
(3) The frequency of interaction between the persons involved in the relationship.

"Domestic Violence" includes but is not limited to:

"Domestic Violence" as defined by the Clery Act: Violence, including but not limited to sexual or physical
abuse or the threat of such abuse, committed by a current or former spouse or intimate partner or any other person from whom the alleged victim is protected under federal or Louisiana law. Felony or misdemeanor crime of violence committed:

- **F** By a current or former spouse or intimate partner of the victim;
- **F** By a person with whom the victim shares a child in common;
- **F** By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- **F** By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
- **F** By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**“Domestic Abuse” as defined by Louisiana Law:** Abuse and violence including but not limited to physical or sexual abuse and any offense against the person as defined in the Criminal Code of Louisiana, except negligent injury and defamation, committed by one family or household member against another. La. RS 46:2132(3).

**“Family Violence” as defined by in Louisiana Law:** Any assault, battery, or other physical abuse which occurs between family or household members, who reside together or who formerly resided together. La. RS § 46.2111.1(2)

**“Hostile Environment”:** Includes conduct of a sexual nature that is sufficiently severe, persistent, or pervasive to limit a student’s or employee’s ability to participate in or benefit from the education program or from one’s employment, or to create a hostile or abusive educational or work environment.

**“Incapacitation”:** An individual is considered to be incapacitated if, by reason of mental or physical condition, the individual is manifestly unable to make a knowing and deliberate choice to engage in sexual activity. Being drunk or intoxicated can lead to incapacitation; however, someone who is drunk or intoxicated is not necessarily incapacitated, as incapacitation is a state beyond drunkenness or intoxication. Individuals who are asleep, unresponsive or unconscious are incapacitated. Other indicators that an individual may be incapacitated include, but are not limited to, inability to communicate coherently, inability to dress/undress without assistance, inability to walk without assistance, slurred speech, loss of coordination, vomiting, or inability to perform other physical or cognitive tasks without assistance.

**“Respondent”**: Any student or employee against whom a complaint under this policy has been made.

**“Responsible Person”**: Any employee who has the authority to take action to redress sexual violence or who has been given the duty of reporting incidents of sexual violence or any other misconduct prohibited by this policy by students or employees to the Title IX coordinator or other appropriate school designee. Responsible Persons do not include victims’ advocates, mental health counselors, or clergy.

**“Retaliation”**: Title IX prohibits retaliation. Any acts or attempted acts for the purpose of interfering with any report, investigation, or proceeding under this Policy, or as retribution or revenge against anyone who has reported Sexual Misconduct or who has participated [or is expected to participate] in any manner in an investigation, or proceeding under this Policy. Prohibited retaliatory acts include, but are not limited to, intimidation, threats, coercion, or discrimination.
"Sexual assault": Any type of sexual contact or behavior that occurs, or is attempted, without the explicit consent of the recipient. Sexual assault includes, but is not limited to, sexual acts, or attempted sexual acts, such as rape, fondling, incest or statutory rape, forced sexual intercourse, sodomy, child molestation, any sexual touching, and includes sexual acts against people who are unable to consent either due to age or incapacitation.

"Sexual Assault" also includes but is not limited to:

"Sexual Assault" as defined by the Clergy Act: Any offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.

"Non-Consensual Sexual Intercourse": Having or attempting to have sexual intercourse, cunnilingus, or fellatio without consent. Sexual intercourse is defined as anal or vaginal penetration by a penis, tongue, finger, or inanimate object.

"Non-Consensual Sexual Contact": Any intentional sexual touching, or attempted sexual touching, without consent.

"Sexual Assault" also includes sexual battery as defined in La. R.S. 14:43.1.

"Sexual Discrimination": Behaviors and actions that deny or limit a person's ability to benefit from, and/or fully participate in the educational programs, activities, and services because of a person's gender.

"Sexual Exploitation": Any act attempted or committed by a person for sexual gratification, financial gain, or other advancement through the abuse or exploitation of another person's sexuality. Examples of sexual exploitation include, but are not limited to, non-consensual observation of individuals who are undressed or engaging in sexual acts, non-consensual audio- or videotaping of sexual activity, prostituting another person, allowing others to observe a personal consensual sexual act without the knowledge or consent of all involved parties, and knowingly exposing an individual to a sexually transmitted infection without that individual's knowledge.

"Sexual Harassment": The unwelcome conduct of a sexual nature when i) submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or education; ii) submission to or rejection of such conduct by a person is used as the basis for a decision affecting that person's employment or education; or iii) such conduct has the purpose or effect of unreasonably interfering with a person's employment or education, or creating an intimidating, hostile, or offensive employment or educational environment, and has no legitimate relationship to the subject matter of a course or academic research. Sexual Harassment also includes non-sexual harassment or discrimination of a person because of the person's sex and/or gender, including harassment based on the person's nonconformity with gender stereotypes. For purposes of this Policy, the various forms of prohibited Sexual Harassment are referred to as "Sexual Misconduct."

"Sexually-Oriented Criminal Offense": any sexual assault offense as defined in La. R.S. 44:51, and any sexual abuse offense as defined in La. R. S. 14:403.

"Stalking" includes but is not limited to:
“Stalking” as defined by the Clery Act: (1) The intentional and repeated following or harassing that would cause a reasonable person to feel alarmed or that would cause a reasonable person to suffer emotional distress; or (2) the intentional and repeated uninvited presence at another person’s: home, work place, school, or any other place which would cause a reasonable person to be alarmed or would cause a reasonable person to suffer emotional distress as a result of verbal or behaviorally implied threats of death, bodily injury, sexual assault, kidnapping or any other statutory criminal act to the victim or any member of the victim’s family or any person with whom the victim is acquainted. 34 CFR 668.46(a)(ii).

“Stalking” as defined by Louisiana Law: The intentional and repeated following or harassing of another person that would cause a reasonable person to feel alarmed or to suffer emotional distress. Stalking shall include but not be limited to the intentional and repeated uninvited presence of the perpetrator at another person’s home, workplace, school, or any place which would cause a reasonable person to be alarmed, or to suffer emotional distress as a result of verbal or behaviorally implied threats of death, bodily injury, sexual assault, kidnapping, or any other statutory criminal act to himself or any member of his family or any person with whom he is acquainted. La. RS § 14:40.2(A) "Harassing" means the repeated pattern of verbal communications or nonverbal behavior without invitation which includes but is not limited to making telephone calls, transmitting electronic mail, sending messages via a third party, or sending letters or pictures. "Pattern of conduct" means a series of acts over a period of time, however short, evidencing an intent to inflict a continuity of emotional distress upon the person. Constitutionally protected activity is not included within the meaning of pattern of conduct. La. RS § 14:40.2(C)

III. TITLE IX COORDINATORS

The President shall designate the LSU Title IX Coordinator who shall be responsible for the implementation, enforcement, and coordination of Title IX for all LSU campuses. The Chancellor of each Campus shall designate a Campus Title IX Coordinator with designated responsibilities to oversee on-campus Title IX compliance for their respective campus. A Campus may appoint a Deputy Title IX Coordinator to assist the Campus Title IX Coordinator in their duties.

The President also shall designate a Deputy Title IX Coordinator for Athletics. In consultation with the Chancellors and Athletic Directors for each campus, this individual will monitor sports equity, including offerings, participation, and scholarships on all campuses for compliance with Title IX. Any investigations or complaints involving student athletes or Athletics personnel (other than those involving sports equity) shall be handled and/or investigated by the LSU Title IX Coordinator and/or the Campus Title IX Coordinator(s), or their designee, as appropriate under the circumstances and in accordance with this Policy.

IV. INITIATION OF COMPLAINTS

A. Application

This policy applies to all campuses and other administrative units. These procedures may be supplemented by more specific campus procedures that are consistent with this Policy and PM-55.

Complaints of sexual discrimination which do not involve sexual misconduct or sexual assault shall be handled under any applicable campus specific policies.
Each campus shall place the protocol for filing complaints under this policy on their website.

B. Complaints

Any student or employee who believes that he or she has been subjected to sexual misconduct or any other violation of this policy has a right to report the conduct to the Campus Title IX Coordinator or to any other responsible person, which includes but is not limited to the campus administrator with responsibility for human resource management, student conduct or the department head of the relevant academic department. When the LSU Title IX Coordinator or the Campus Title IX Coordinator becomes aware of information that indicates that a violation of this policy may have occurred, he/she or their designee shall notify the parties involved of their rights under this policy. Persons who may have experienced criminal sexual misconduct are strongly encouraged to report the offense to campus police or local law enforcement, as well as to the Campus Title IX Coordinator or the persons named above. To the extent possible, the complainant and those who receive the complaint should preserve evidence and not disturb the potential crime scene. The complainant, however, has the legal right not to provide a statement to campus police or law enforcement.

C. Notification of Complaints

Any responsible person who receives actual notice of a complaint under this policy shall promptly notify the Campus Title IX Coordinator, who shall be responsible for notifying the LSU Title IX Coordinator and any campus administrators, who may be involved in the resolution process. Notice of a complaint may or may not come from a formal complaint. Any supervisor, or other responsible party who witnesses or receives a report or complaint, shall notify the Campus Title IX Coordinator. Only individuals employed as mental health counselors, victim's advocates, University chaplains or others designated by the University as provided by law canguarantee confidentiality.

D. Interim Measures

At any time after becoming aware of a complaint, the Campus Title IX Coordinator, a Deputy Title IX Coordinator(s), or other responsible party, may recommend that interim protections or remedies impacted parties involved be provided by appropriate LSU officials. These protections or remedies for the parties involved or witnesses will be provided by appropriate University officials. Remedies may include issuing a timely warning to the campus community, separating the parties, placing limitations on contact between the parties, interim suspension from campus, or making alternative workplace, classroom, course scheduling, dining, or student housing arrangements. Interim measures may vary depending on the nature of the complaint, status of respondent or other criteria. All parties shall be notified of the availability of these measures as well as the fact that such measures are put into effect.

E. Confidentiality

All parties involved in a complaint, any investigation, and/or resolution, including witnesses, are encouraged to keep information concerning the complaint private until a final decision is rendered in order to protect both the complainant and the respondent.
LSU may be required to divulge information on a need-to-know basis in order to properly address the complaint, when there is a threat to others, pursuant to subpoena, or other court or administrative order, or as may be required by applicable law. Violations of confidentiality by any other person involved in the resolution, investigation or administration of the complaint, including any employee, faculty, staff, or student if identified and confirmed, may result in disciplinary or corrective action.

Only individuals employed as mental health counselors, victims' advocates, university chaplains or others designated by the University as provided by law can guarantee confidentiality.

V. PROCESSING OF COMPLAINTS

A. Preliminary Inquiry

The Campus Title IX Coordinator or designee shall conduct or supervise the initial review of the complaint, with such assistance, as needed and/or appropriate under the circumstances, from other campus administrators with responsibilities relevant to the nature of the complaint. A complainant or respondent has the right to a confidential advisor or an advisor of choice at any stage of this process. The initial review of the complaint shall be concluded as quickly as possible, within a reasonable amount of time required to complete the review in a manner that is adequate, reliable and impartial and based on the nature and complexity of the complaint. Generally, the initial review should be ordinarily be completed within 15 business days of receipt of the complaint. The purpose of the initial inquiry is to determine whether there is reasonable cause to believe a specific policy/policies may have been violated. After completion of the preliminary inquiry, any initial determination that a policy has not been violated shall be made by the Campus Title IX Coordinator. A respondent or complainant can request a review of the initial determination to the LSU Title IX Coordinator, whose decision shall be final.

To ensure a prompt and thorough initial inquiry, the complainant should provide as much information as possible. A complaint may be submitted anonymously or by an individual who is not a party to the alleged violation. The following may, but is not required to be, provided in writing:

- The name of student(s) or employee(s) to include student organization, academic department, and position of the person(s) allegedly violating this Policy;
- A description of the incident(s), including the date(s), location(s), and the presence of any witness(es);
- If the complainant is an employee, the alleged effect of the incident(s) on the complainant's position, salary, benefits, promotional opportunities, work environment, or other terms or conditions of employment;
- The name(s) of other student(s) or employee(s) who might have been subject to the same or similar conduct; and/or

Any other information the complainant believes to be relevant to the alleged sexual misconduct, discrimination, harassment, or retaliation.

B. Notice of Investigation

If, after the initial inquiry, the Campus Title IX Coordinator finds reasonable cause to believe a policy
or policies may have been violated, an investigation shall be conducted. At any time during the investigation the matter may be referred, if appropriate under this policy, to the informal resolution process. If an investigation is warranted, then at the recommendation of the Campus Title IX Coordinator, a trained investigator(s) will conduct a full investigation into the facts and circumstances of the complaint. The investigation may include in-person interviews with all parties involved, including witnesses and parties that the investigator(s) may deem appropriate. Both the respondent and complainant will be given the opportunity to identify witnesses to be interviewed. The investigator may also collect and review any documents or other relevant information to include but not limited to photographs, video recordings, and/or information from social media. Any such investigation shall be conducted by a trained person, authorized and assigned as an investigator by the Campus Title IX Coordinator, including, but not limited to, trained employees from human resource management department or the student services or student life department, or other qualified University employees. The Campus Title IX Coordinator will notify the appropriate Campus offices as necessary.

Both the respondent and complainant will be provided written notice that an investigation will be undertaken as well as the nature of the complaint. The notice should include the specific section(s) of policy that may have been violated. All parties will have an opportunity to identify pertinent evidence to be considered by the investigator(s). The investigator(s) will author a written investigative summary to include a timeline of events, facts, and circumstances surrounding the complaint. Upon completion of the investigative summary, the Campus Title IX Coordinator or designee, in consultation with the appropriate student services, student life department, or human resource management, will reach a finding based on a preponderance of the evidence or more likely than not that a policy was or was not violated. Prior to issuing a finding, the Campus Title IX Coordinator may request additional investigation, should he/she deem this to be appropriate.

Upon issuance of a notice of investigation, any and all effort should be made to conduct a thorough and prompt investigation based on the facts and circumstances of each complaint ordinarily within thirty (30) business days of the notice. Complicated or extensive investigations may take longer.

After a full investigation, a determination that a policy has or has not been violated, from a more likely than not or preponderance of the evidence standard, shall be made by the Campus Title IX Coordinator or his designee, by admission of responsibility by the respondent or by the complainant’s admission of making false charges against the respondent. Both the complainant and the respondent will be given written notice of the results of the investigation.

VI. RESOLUTION PROCEDURES

In the event that a determination has been made that from a more likely than not or preponderance of the evidence standard that a policy has been violated, the University has both informal and formal resolution procedures to address alleged violations of this policy. Both procedures will be implemented by individuals who have received training on issues related to sexual misconduct. The complainant and respondent have the right to an advisor of choice or a confidential advisor at any stage of the Informal Resolution or Formal Resolution processes.

Both informal and formal resolution procedures will utilize a preponderance of the evidence standard throughout the process, with respect to determinations as to whether, or not, there has been a violation of this Policy.
As set forth below, an informal resolution procedure is available under certain circumstances. After a full investigation, or at the request of the parties as provided in Section V. B, or if the respondent accepts responsibility for violation(s) of policy and if the investigator finds that reasonable cause exists to believe that University policy has been violated, the Campus Title IX Coordinator or designee will determine whether the informal resolution procedure is appropriate. If an informal resolution is not appropriate, a formal hearing by a panel of trained hearing officers will be scheduled, for situations involving student matters only. In situations involving an employee as a respondent, the Campus Title IX Coordinator or designee will determine the appropriate procedure to follow in consultation with Human Resources Department and/or applicable campus administrator(s).

If the Campus Title IX Coordinator or designee determines that informal resolution is appropriate, the complainant and respondent shall be advised of the option to pursue an informal resolution procedure. If both complainant and respondent agree in writing, the informal resolution procedure will be followed, without further investigation, unless and until informal resolution is unsuccessful.

1. Informal Resolution:

The use of the informal resolution procedure is optional and must be agreed upon by all parties involved. The informal resolution procedure will not be followed: if any of the persons involved in the complaint do not wish to engage in the informal procedure; if the Campus Title IX Coordinator deems the informal resolution procedure inappropriate for the alleged offense; if the respondent does not accept responsibility for the alleged policy violation(s); or, if an attempt to utilize the informal procedure has been unsuccessful. Informal procedures are not appropriate for, or applied in, cases involving violence resulting in significant harm to others. Additionally the parties may discontinue participation in the informal process at any time. Information obtained regarding the complaint and the investigative summary will be treated as private, with only those with a need to know being informed of the complaint.

An attempt to informally resolve the complaint shall be made by the Campus Title IX Coordinator or designee and should be ordinarily concluded within fifteen (15) calendar days of the decision to pursue informal resolution. Such informal resolution includes meeting with each party to the complaint; review of any initial findings; review or continuance of interim remedies; and any other actions deemed appropriate by the parties and LSU. Any further inquiry or review deemed necessary should be concluded in that same period. Once the informal resolution procedure is complete, written notification of the determination of whether or not this policy(s) was violated will be provided to the complainant and respondent. If a determination has been made that a policy was violated, any changes in status, restrictions, limitations, or other recommended outcomes shall be given to all parties. Any party not willing to accept the proposed informal resolution has the right to make a written request, within five (5) calendar days upon receipt of written notification of the proposed resolution, to the office of the Campus Title IX Coordinator, thereby requesting the opportunity to pursue the formal resolution procedure set forth below.

2. Formal Resolution:

If either the respondent or complainant is not in agreement with the outcome of the informal resolution process or if the University, the respondent, and/or the complainant have not consented
to and/or determined that informal resolution is inappropriate or insufficient, the formal procedure will be utilized.

Upon submission of written notification by either the respondent or complainant to the Campus Title IX Coordinator communicating an intent not to accept the proposed informal resolution outcome, formal consideration will be given for a formal resolution process. The complainant and the respondent will be notified in writing the specific section(s) of policy alleged to have been violated, and the date, time, and location of the formal resolution process. Information obtained regarding the complaint will be treated as privately as possible (as set forth herein) with only those with a legitimate educational interest being informed of the complaint and the outcome of the investigation.

The formal procedure will consist of a formal review of all allegations, the initial complaint, supporting documents, investigative summary and corresponding documentation. For complaints involving students as respondents, the formal procedure will consist of a panel of trained hearing officers as outlined in the code of student conduct and/or policy/policies governing student conduct. For complaints involving employees as respondents, the Title IX coordinator or designee and the Office of Human Resource Management and/or applicable campus administrator will direct the formal process of the investigation. Each Campus shall adopt or utilize existing procedures to address alleged violation(s) of this Policy that afford both the complainant and the respondent due process as well as appeal options and other procedural rights as outlined in University policy. The Campus procedures for resolution of such complaints may be subject to review by the LSU Title IX Coordinator.

VII. RESOLUTION/DISCIPLINARY ACTION

LSU will take appropriate action against any person found to be in violation of this policy. (Note: violations of this policy may also be subject to individual civil or criminal liability under the state or federal law).

When an employee is deemed to have violated this policy, the Campus Title IX Coordinator and Human Resource Management and/or applicable campus administrator will jointly determine the appropriate disciplinary action, or recommendation for disciplinary action, up to and including dismissal, in accordance with applicable laws, rules, and/or LSU policies.

For violations involving students, except when acting in the capacity of an employee, the appropriate campus office or administrator responsible for student conduct, student services or student life will determine the appropriate action, pursuant to any applicable code of student conduct and/or policy/policies governing student conduct. In addition, to the extent possible, LSU will interact with appropriate law enforcement or third parties to address the actions of non-students or non-employees.

Violations of this Policy may result in outcomes such as residential life contract cancellation, deferred suspension, suspension, expulsion, class only restriction (student) and/or disciplinary action or separation of employment.

VIII. APPEAL
Either party may appeal the findings of the formal resolution process in accordance with existing University policies detailing appeal procedures for students or for employees. Appeals must be submitted in writing to the Campus Title IX Coordinator or designee within ten (10) business days upon receipt, by the appealing complainant or the appealing respondent, of notification of the outcome of the formal resolution process.

IX. COOPERATION WITH LAW ENFORCEMENT

LSU will comply with law enforcement requests for cooperation and such cooperation may require LSU to temporarily suspend the fact-finding aspect of a Title IX investigation while the law enforcement agency is in the process of gathering evidence. LSU will promptly resume its Title IX investigation as soon as notified by law enforcement that it has completed the evidence gathering process. LSU may provide up to 10 calendar days to allow for the law enforcement agency criminal process/investigation to unfurl prior to resuming the fact-finding aspect of the Title IX investigation.

The University will implement appropriate interim steps/remedies during the law enforcement agency's investigation to provide for the safety of the complainant, the respondent, the campus community, and to avoid any instance of retaliation.

Each campus will develop protocols to coordinate efforts with local law enforcement agencies and other organizations such as crisis centers. A Memorandum of Understanding (MOU) may be utilized to establish those protocols.

X. RETALIATION

Retaliation against a person who has been subjected to sexual misconduct, or against one, who in good faith brings a complaint of or sexual misconduct or who, in good faith, participates in the investigation of a sexual misconduct complaint, is prohibited; and shall be a violation of this policy and shall constitute misconduct subject to disciplinary or other action, as described above. LSU will take steps to prevent recurrence and remedy the effects of any violation of this Policy.

XI. RECORD KEEPING

Records will be kept in accordance with Louisiana law and federal law. For students, records will be maintained for seven (7) years by the Dean of Students or other office tasked with the maintenance of student records, except in cases of cases of suspension and expulsion, which records shall be permanent. Employment actions in violation of this policy will be maintained in the employees' respective Employee Relations file.

XII. OTHER ASSISTANCE

Campuses and the communities in which they are located can provide other assistance to persons impacted by a violation of this policy. Each campus will develop and maintain a list of departments, programs/services, or community-based agencies offering assistance to students and employees concerning issues related to this policy.

XIII. CAMPUS CLIMATE SURVEY
Each campus shall administer a Campus Climate Survey to assess the knowledge, perceptions and behaviors of its students, faculty and staff regarding sexual misconduct. The survey shall be developed by the four management boards of public higher education in the state of Louisiana, in coordination with the Board of Regents. Each campus is encouraged to supplement the statewide survey with any additional information specific to its unique characteristics and that may assist in preventing sexual misconduct and administering strategies dealing with sexual misconduct. The annual Campus Climate Survey shall be submitted to the LSU Title IX Coordinator by June 1 of each year.

XIV. TRAINING, EDUCATIONAL, AND PREVENTION PROGRAMS

Each campus shall regularly offer training, educational and prevention programs designed to inform the campus or community about the law of title IX and LSU’s Title IX Policy. Each campus will develop and maintain a list of educational programs, prevention programs, and other events designed to reduce the incidence of sexual violence on campus or within the community. Each campus should identify and include a bystander intervention program and programs addressing issue related to this policy.

XV. RELATED POLICIES

To the extent other LSU or campus-based policies may conflict with this policy, the provisions of this policy shall supersede and govern.

XVI. TASK FORCE

Each campus shall establish a task force to address sexual misconduct. Each task force shall invite student members to be represented through their respective student government body or other student organizations.

XVII. AMNESTY POLICY

LSU encourages reporting of sexual misconduct and seeks to remove barriers to an individual or group reporting such conduct. An individual or group who, in good faith, reports sexual misconduct, either as a complainant or a third party witness, shall not be sanctioned for a nonviolent student conduct violation, such as underage drinking, at or near the time of the complained incident, provided that any such violation did not and does not place the health and safety of any other person at risk. Each campus policy shall include amnesty policies in accordance with ACT 172 and other applicable state laws.

XVIII. MEMORANDUM OF UNDERSTANDING

Each campus shall make diligent efforts to enter into Memorandum of Understanding (MOU) with law enforcement and criminal justice agencies in the parish in accordance with ACT 172 or any other applicable state laws. Such MOUs should clearly delineate the responsibilities, protocols for investigation, as well as commitments to share information, in accordance with Act 172 and state and federal confidentiality laws. The MOUs should be updated every two years. The MOU should provide for joint or shared trauma-informed training specific to assisting sexual assault victims.
XIX. TRANSFER

In accordance with state and federal law, if a student accused of a sexually-oriented criminal offense as defined in La. R.S. 44:51 or any sexual abuse offense as defined in La. R.S. 14:403 seeks to transfer to another institution during an investigation, resolution procedure, and/or adjudication procedure, the institution shall withhold the student's transcript until such investigation or adjudication is complete and a final decision has been made. Each institution shall inform the respondent of the institution's obligation to withhold the transcript during the investigation.

If, upon the completion of an investigation, resolution procedure, and/or adjudication under this policy, the student is found responsible for sexually-oriented criminal offenses as defined in La. R.S. 44:51 or any sexual abuse offense as defined in La. R.S. 14:403, and seeks to transfer to another institution, institutions are required to communicate such a violation, when the institution becomes aware of the student's attempt to transfer, with the institution(s) to which the student seeks to transfer or has transferred.