

Duplicates/Conflicts with/Companion to/Relates to:
Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis:

SB 10 prohibits hazing in post-secondary institutions and requires institutions to develop a code of conduct that prohibits hazing. This bill will create criminal penalties for hazing at any public or private post-secondary institution in the state. It prohibits hazing on a statewide level and supersedes any individual school policies. This act does not apply to primary or secondary education. Institutions must establish a hazing committee to promote and address hazing prevention. Employees of the institution who have direct ongoing contact with students are required to report hazing. Failure to report is a misdemeanor crime. The institution must develop annual transparency reports that include findings of violations of code of conduct, hazing laws, or any state or federal laws relating to hazing offenses including drugs, sexual assault or physical assault. The report must be available on the institutions website. The bill imparts significant liability to student organizations, associations, or living groups and specifies that their directors are also subject to liability. It immediately removes recognition for any group found to permit hazing. Individuals found responsible for hazing are also liable for administrative consequences, such as losing state financial aid. The bill will require all students in any post-secondary institution in the state to be trained on a code of conduct, hazing prevention, and hazing intervention. Training would be compulsory beginning with the fall semester of 2025. In addition, all staff and faculty with student supervisory responsibilities and/or in positions of authority will be required to complete training. The act dictates that training should occur during new student orientations. Social sororities and fraternities must notify institution officials of any known violations within their organizations. It also outlines requirements for organizations interested in affiliating with the University.

FISCAL IMPLICATIONS

Fraternity & Sorority Life:

No appropriation accompanies this bill to pay for training or administrative costs.

The fiscal impact on post-secondary institutions could be significant. To implement practical training and guarantee quality, the state should contract with a third party to create this training. This will guarantee consistency and allow the state to oversee the training each student will receive. Relying on individual staff or faculty to create and facilitate this program for every student at an institution at current staffing levels is unrealistic. Staff and faculty training would also need to be consistent.

Additionally, a program delivered electronically would provide more accurate assessment data. Attached to this FIR is a sample proposal from AliveTek, which runs prevent.Zone and the hazing prevention network. As the leading digital educational provider on hazing prevention, they would be an ideal partner, though multiple options are available. The proposal is attached only for reference, as costs would be similar across other companies. The proposal lists costs per

institution based on number of users. For example, an estimated cost to train all UNM students, staff, and faculty would be \$15,250 per annum.

There may also be a financial impact from an investigatory standpoint. Depending on the current burden of the staff assigned to investigate, these requirements may necessitate additional staff in the Conduct office. Training for law enforcement will also be necessary and could be complex based on the different levels of punishment through this bill.

Compliance, Ethics, Equal Opportunity Office (CEEO):

Training all students at large institutions may be costly and difficult, although fiscal costs are offset by importance of education and prevention. For large institutions, training all students in fall 2025 may be difficult due to various statuses of students (traditional, non-traditional, transfer, online etc.) Training of staff at large institutions may be costly and difficult, although fiscal costs are offset by importance of education and prevention. For large institutions, training of staff in fall 25 may be difficult due to the various statuses of staff (which includes faculty). Staff may be contract employees, part-time, seasonal etc. Faculty are particularly difficult as they are on a 9-month contracts on sabbatical, away from the institution for research endeavors, emeritus etc.

SIGNIFICANT ISSUES

Faternity & Sorority Life:

To begin with, Congress passed [HR 5646, the Stop Campus Hazing Act, in December 2024](#). President Joe Biden signed this bill into law on December 23, 2024. This act provides a new federal definition of hazing, a specific definition of a student organization, and other key clarifications. This bill should implement that new definition. Much of the bill should be updated to match that new language.

As written, the bill only applies to post-secondary institutions. However, multiple cases of hazing have occurred in secondary schools in the state, and all educational institutions should be included. Hazing also occurs in organizations distinct from educational institutions, such as Boy Scouts, street gangs, church groups, and non-school-associated athletic teams.

The bill vaguely defines the institution employees (Section 2A) who must complete the training. Using already-defined criteria, such as Campus Safety Authorities, would reduce the burden of institutions defining who the training requirement applies to.

The bill's definition of hazing (Section 3A) refers only to "a person's recruitment, initiation, pledging, admission into or affiliation with..." a defined organization.

I recommend removing the "student" connection to hazing and applying it to all persons (Section 3, A&D). Alumni and other non-students have been involved in hazing activities around the country. Removing the "student" connection would also cover community hazing within organizations.

A bit of ambiguity in Section 3 could lead to uneven application of the law at different institutions. Sections 3C and D do not differentiate between what charges would call for a

misdemeanor charge versus a felony. The felony language only covers substantial bodily harm, but substantial mental or emotional harm can be just as impactful for a victim. Section 3E does not define liability for athletics teams, only student organizations, associations, and living groups. Section 3F allows the institution to determine a timeline for losing state-based aid. This should be standardized and clarified in the law and not be up to the institution's discretion for fair and even application.

Section 3G calls for the loss of recognition for any organization, association, or living group that knowingly permits hazing. While well-intentioned, at face value, it removes due process for student organizations. While not constitutionally protected as organizations, institutions still must investigate and make an appropriate decision based on the facts of the investigation. There are also no recognition consequences for athletic organizations. While governed by the NCAA, they should still be represented equally, as all recent cases of hazing publicized in the state were related to state athletic teams.

Section 4B dictates that hazing prevention education be offered as part of new student orientation. Given the amount of information students already consume during orientation, adding necessary, mandated training could dilute its value. Given the requirement for staff and faculty, this training could be included in the annual training already required at UNM.

Including the word “social” in Section 7 does not consider non-social fraternities such as business, engineering, or other academically linked fraternities and sororities. In addition, the bill should not call out specific subgroups of student organizations, and the law should apply evenly to all student orgs. Calling out Social Fraternities and Sororities implies that they carry more risk in the state of NM than others, which is inaccurate. If we were to call out an individual student group, athletics teams would likely need the same, if not more, additional education.

The remainder of Section 7 would be difficult to enforce and would be inconsistent with the new federal reporting guidelines.

CEEO:

A state hazing bill is timely and important. A federal amendment to the Higher Education Act of 1965, was signed in to law by President Biden on December 23, 2024 (Stop Campus Hazing Act). This Bill is overall consistent with the Stop Campus Hazing Act.

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

Fraternity & Sorority Life:

The recently passed Federal STOP Hazing Act has already added this administrative burden to all federally funded schools, so additional implications from this bill would likely be minimal.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

Fraternity & Sorority Life:

This bill has a relationship with the federal Stop Campus Hazing Act. US [HR 5646, the Stop](#)

[Campus Hazing Act, in December 2024.](#)

TECHNICAL ISSUES

CEEO:

Definitions of “Student”, “Living Group”, and “Student Organization” would be helpful and leave less to interpretation. For example, are students currently enrolled? Prospective? Athletes being recruited or only those accepted? Is a Living Group a dorm or fraternity or does it have a broader meaning? Is a Student Organization one that is recognized by the institution or is there a broader meaning (the federal Stop Campus Hazing Act defines this term).

On page 2, Section 3(A) – “Hazing is an act that causes or is likely to cause harm to a student or “other person attending a public or private school.” The definition of “other person attending” is unclear. Same term is used on page 3, Section 3(B).

On page 3, Section 2(A) the phrase “student organization, athletic team or living group” is used. On page 3, Section 3(D), the phrase student organization, association or living group is used. The two should be consistent for clarity, or differences in terms/groups should be identified.

OTHER SUBSTANTIVE ISSUES

Fraternity & Sorority Life:

This bill also does not contain any language requiring anonymous reporting methods for administrative bodies. The option to report hazing anonymously allows institutions to curtail any potential hazing prior to it reaching a bodily harm level in many cases.

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Fraternity & Sorority Life:

New Mexico will remain one of only six states with no law defining hazing as a crime.

CEEO:

Lack of a necessary state law. It is very important that an anti-hazing bill be passed.

AMENDMENTS

N/A

Responses received from:

Christopher Brooks
Fraternity & Sorority Life also on behalf of the Student Activities Center
University of New Mexico
brooksc@unm.edu

Francie Cordova
Chief Compliance Officer
Compliance, Ethics, Equal Opportunity Office
Fcordova3@unm.edu

AliveTek
We Bring eLearning to Life

prevent
.zone
by **AliveTek**

hazing 
prevention
NETWORK

Hazing Prevention: It's Everyone's Responsibility™

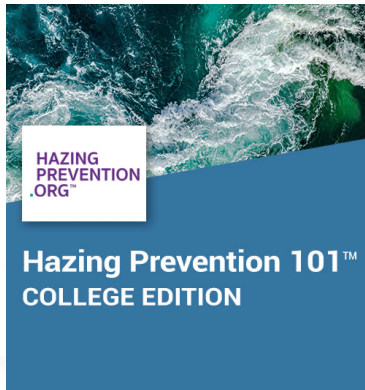
Proposal

January 22, 2024

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Executive Summary



AliveTek, Inc. is known for professionally designed eLearning with user-friendly interfaces and since 2014, it has been our pleasure to provide *Hazing Prevention: It's Everyone's Responsibility™* to universities and colleges throughout North America. We would like to be the preferred choice for online hazing prevention education to the New Mexico colleges and universities (New Mexico).

Prevent.Zone by AliveTek, partnered with Hazing Prevention Network, is the premier provider for hazing prevention education, with the most comprehensive curriculum on hazing prevention found anywhere.

We look forward to sharing our steps for success with you, as we have implemented this type of program for the entire Florida State University System, most schools in the University of Louisiana System, and for over 85 other universities across North America.

When hazing prevention laws are passed on a statewide basis, AliveTek works with each of our clients to implement in a way that is most effective. Integration with student portals allows for seamless connectivity, with security of student data being a top priority. Our helpdesk is available to ensure all users have the support they need. And a dedicated project manager is there to aid each school liaison through all phases of adoption. Success is measured through an interactive dashboard that reports on everything from student enrollment—to demographics—to student reported efficacy of the program.

Working side-by-side with our partner, Hazing Prevention Network (HPN), the leading organization for hazing prevention, we feel AliveTek is best positioned to help New Mexico continue with its hazing prevention efforts and to best align with the new legislation.

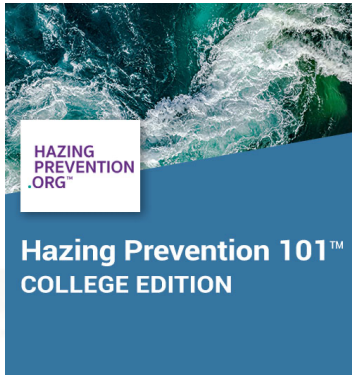
There are many advantages for banding together and offering the same program throughout New Mexico:

1. If New Mexico schools group together to use our product(s), you will be able to ensure that the programming is consistent and aligned with your values and your New Mexico laws.
2. If New Mexico schools gather together, the ability to compare data on a state and national level makes decision-making that much more powerful.
3. Customizations for New Mexico's unique offering can be made across the board as mandates change.

This proposal outlines our plan for services so dedicated Student Services professionals in New Mexico have a 'tried and true' partner in hazing prevention for many years to come.

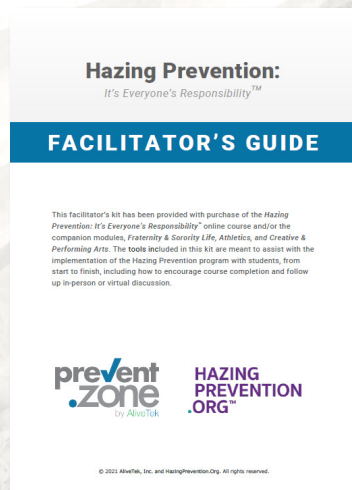
Access to the #1 Hazing Prevention Curriculum

Since receiving the Florida State University System Anti-Hazing contract award in 2014, we have grown the *Hazing Prevention: It's Everyone's Responsibility™* curriculum into the most comprehensive prevention program in the world. Below are the components you have access to through a system-wide license.



Hazing Prevention 101™ Course – College Edition

Over 1 million North American students have completed this base module that is designed for EVERY student regardless of their involvement in student groups. Students learn how to recognize, prevent and report hazing.



Facilitator's Guide

While the course was designed as an online course experience, it is even more powerful when coupled with facilitated discussions around the topic of hazing prevention.

This guide is used to promote small group conversations proactively or as needed after the students experience the online course.



Fraternity & Sorority Life (FSL)

This 30-minute module is highly recommended for new FSL members and student leaders.



Athletics

This 30-minute module covers specific hazing-related issues student athletes face. Learners score points as they progress through the scenarios and interactive content.



Creative and Performing Arts

This 30-minute module provides college students in the creative and performing arts information on how to report and prevent hazing and offers alternatives to developing a group dynamic.



Faculty/Staff

An educational outreach program for faculty, staff, and volunteers.



HAZE: The Risks of Alcohol and Hazing

In partnership with the Gordie Center, this is a video-based course that follows the real-life account of the hazing death of Gordie Bailey. Throughout the course, you will be provided with reflection questions and tips for recognizing when someone has consumed too much alcohol and needs medical attention.



Yearly Editions and Updates

Many schools require hazing education each year for student leaders. The yearly edition format allows students to earn a new Certificate of Completion each year.



Professional Development

The *HPN On Demand™ Series* contains over 14 hours of webinars by the leading experts in hazing prevention.



Professional Development

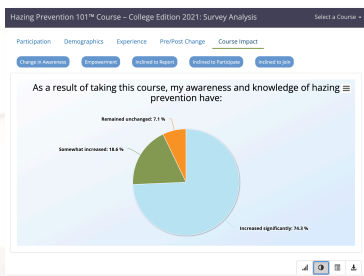
The Hazing Prevention Advocate Certification provides understanding and competence to help build, support, and grow hazing prevention efforts. The course focuses on strengthening conversation skills to have the often difficult, but necessary, discussions surrounding hazing, to advocate for prevention efforts, and building necessary skills to do this work effectively.



Smart Steps 4 Staying Safe

Smart Steps for Staying Safe is an interactive activity with a clear, step-by-step process for students to follow when they hear about, see or personally encounter hazing activity.

This poster is also available for download and can be used to help students quickly review how to remove themselves from a potentially harmful situation.



Enrollment & Survey Analysis Dashboard

This interactive dashboard allows all university liaisons to quickly see their data vs. nationwide data in real time. The survey analysis gives everyone a quick view of how students perceive hazing at their schools and gives a snapshot of how effective they feel the program is in changing how they perceive hazing.



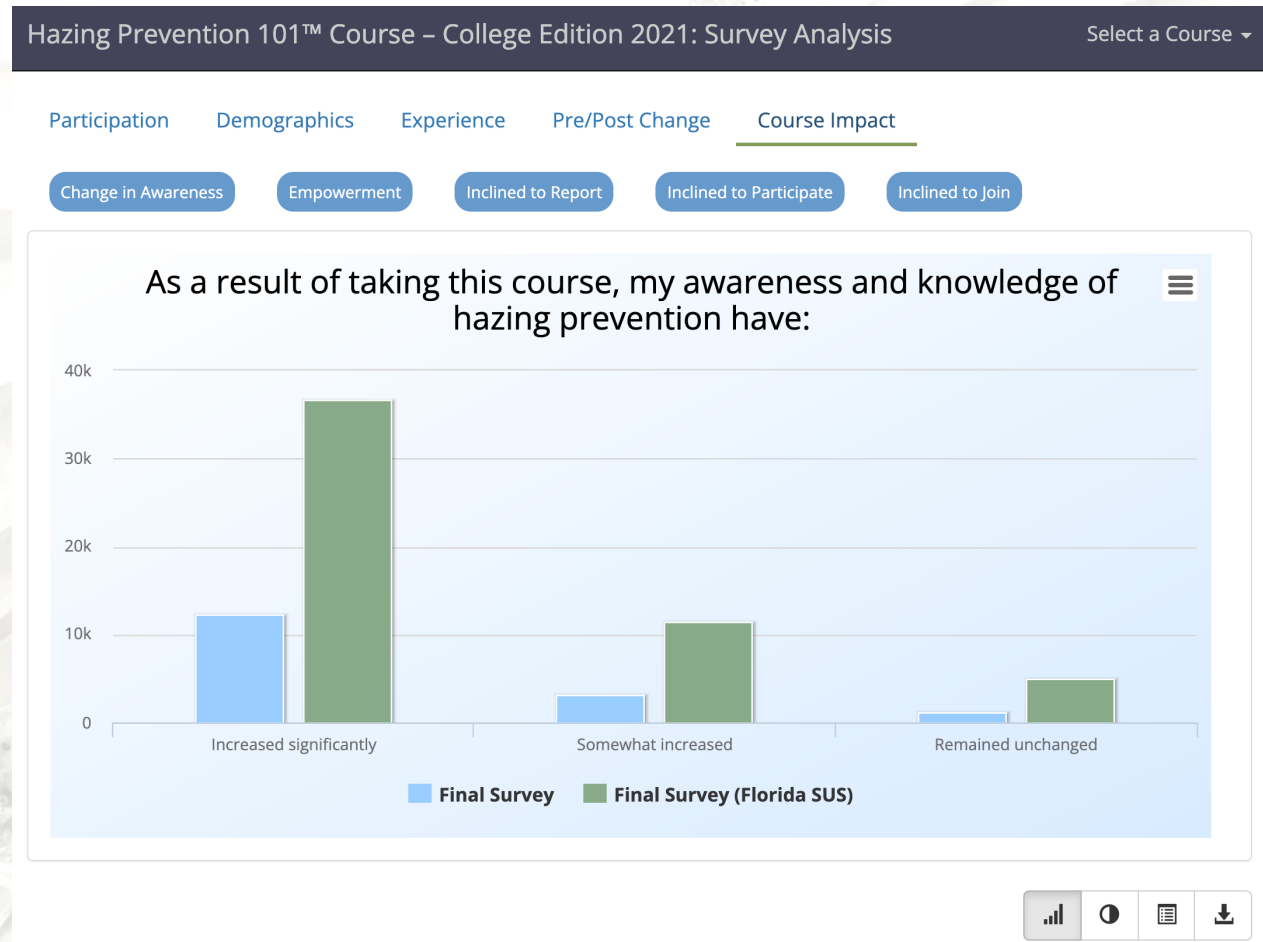
Social Media Elements

When students complete the course, they can tweet or post their commitment to hazing prevention! We also have a stream of hazing prevention tweets and updates so course participants will see real-time news on hazing.

Type and Amount of Work

Currently the "Institution" model AliveTek provides to our clients includes all services—hosting, helpdesk, reporting dashboard and updated content, as HPN releases new information and data. This means each university has unlimited access to the program.

Each school will have immediate access to data through the *Enrollment & Survey Analysis Dashboard*.



Program Consulting and Project Management

Key to the success of this program, AliveTek will provide a project manager and solutions consultant to provide support on a regular basis.

Key consulting deliverables will ensure:

- that collaborative program discussions occur, quarterly or as necessary, to make certain that project goals align with program expectations,
- a project management plan is developed and maintained, outlining the schedule and process for updating each course,
- analysis of the course data continues and serves as a basis for ongoing conversations about the efficacy of the program,
- course templates, branding, and the program's pedagogical framework are reflected in all technology choices, and
- AliveTek's dedicated team will be available to support the technology requirements for this program.

Hosting and Data Integrity/Security

AliveTek provides user analytics through Google Analytics as requested and will ensure all data is backed up daily and stored safely for archival purposes. The specific functions by our system admin/architect team include:

- Provide a dedicated server instance.
- Set up and maintain server software (operating system and packages) ensuring systems are current. Updates are weekly and security updates are applied immediately.
- Acquire and manage domains, SSL certificates, and domain e-mail.
- Provide authentication via Shibboleth, CAS, LDAP, CAS+LDAP, or Active Directory. (Consulting for the initial authentication integration with Client's CRM will be detailed in a separate project plan.)
- Monitor servers for availability, response time, and increase server capacity, as necessary.
- Back up file systems and databases to multiple locations. Database backups are encrypted.
- Update LMS periodically and as necessary, ensuring a current stable version is running.
- Customize LMS themes and plug-ins.

Student Helpdesk and Liaison Support

AliveTek's support team builds helpdesk functionality that is specific for each university. Our live helpdesk will walk users through common issues such as:

- logging in or finding the link on the university website
- account issues (wrong email, making an account, etc.)
- certificate (couldn't find it, needed a copy, etc.)
- stuck in a presentation

We have a sophisticated helpdesk system staffed by eLearning experts with over a decade of experience.

If we see a trend in issues, we fix anything in our control, or reach out to the liaison to get issues fixed right away.



Pennsylvania State University

If the solution to the problem is not listed, then please use the form below to contact our support team.

Can't find what you're looking for?

Contact support

Support Hours of Operation

Support is available Monday through Friday, from 9AM to 5PM EST, excluding all major US holidays.

Web Browser Details

Browser

Chrome 93 for Mac

Screen Resolution

1792 x 1120

Viewport Dimensions

1629 x 813

Flash Player Version

disabled/not installed

Hazing Prevention Expertise



AliveTek has developed a very cohesive partnership with Hazing Prevention Network. Through this partnership, we share the responsibility of providing the best possible hazing prevention curriculum available. Our teams will continue to be available to each of our clients as needed, providing support and guidance on hazing prevention efforts, communicating new events and resources, and leveraging the prevention framework and expertise of their board of experts and contributors.

Through the partnership, rich conversations are always unfolding as we continue to collect the Pre- and Post-Survey data. Universities are studying the trends and keeping a close eye on the data to ensure the program is effective.

Pricing

Below is the pricing chart based on our nationwide model. Pricing is based on enrollment to accommodate hosting, bandwidth, and support costs. You will see in this pricing that we also give considerable discounts for a three-year contract. **This pricing is for Hazing Prevention 101 only, pricing for add-on modules is listed below.**

Users (up to)	One Year Pricing	Three Year Pricing (10% discount)
2,500	\$9,500	\$8,550
5,000	\$10,500	\$9,450
10,000	\$12,500	\$11,250
15,000	\$13,500	\$12,150
20,000	\$14,500	\$13,050
30,000	\$15,250	\$13,725
40,000	\$16,000	\$14,400
50,000+	\$17,000	\$15,300

Choose from the following:

- *Fraternity & Sorority Life (FSL) Module* (\$1,500 value)
- *Athletics Module* (\$1,500 value)
- *Creative & Performing Arts Module* (\$1,500 value)
- *Faculty/Staff Edition* (\$1,500 value)
- *Haze: The Risks of Alcohol & Hazing* (\$1,500 value)
- *HPN On Demand™ Series* for up to 50 codes (\$3,750 value)

Next Steps

We realize that implementing a brand-new educational program can be daunting for school administrators. We look forward to being your hazing prevention partner and helping you to build your customized version of ***Hazing Prevention: It's Everyone's Responsibility™***.