

Duplicates/Conflicts with/Companion to/Relates to: SB 10

Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis:

Senate Bill 148, known as the "Anti-Hazing Act," aims to combat hazing in educational institutions throughout New Mexico by criminalizing such activities, imposing civil liabilities, and requiring preventive measures at post-secondary institutions. The legislation seeks to create safer educational environments by holding individuals and institutions accountable for hazing-related misconduct and establishing education-focused initiatives to prevent future incidents.

The bill defines hazing as an intentional, knowing, or reckless act committed by a student or prospective student, either individually or in collaboration with others, that occurs in connection with membership, initiation, or affiliation in a student organization. These organizations include clubs, sports teams, fraternities, sororities, bands, and other student-led groups at public or private educational institutions. Hazing is distinguished from other activities by the additional risk of physical or psychological harm it poses beyond typical school-related dangers.

To address the severity of such actions, the bill provides detailed examples of hazing behaviors, including physical violence such as whipping, beating, or applying harmful substances to another person's body. Psychological and coercive acts, such as forced sleep deprivation, exposure to extreme weather, confinement in small spaces, or consumption of harmful substances, are also classified as hazing. Additionally, compelling individuals to engage in criminal acts or sexual misconduct constitutes hazing under this legislation. Under this bill, consent from the victim does not serve as a legal defense for hazing, nor does institutional or organizational approval.

Criminal penalties for hazing vary based on the severity of the harm caused. Basic hazing offenses are classified as misdemeanors, while hazing that results in physical or psychological harm is categorized as a fourth-degree felony. Acts that cause severe physical harm are considered third-degree felonies, and hazing that leads to death is classified as a second-degree felony. The bill also criminalizes the failure to report hazing incidents, holding faculty, administrators, coaches, and volunteers accountable if they are aware of hazing activities and fail to inform law enforcement. Failing to report hazing is punishable as a misdemeanor.

The bill establishes civil liability for hazing-related damages in addition to criminal penalties. Victims may pursue legal action against individual perpetrators, student organizations, and educational institutions that fail to take reasonable steps to prevent hazing or whose representatives knowingly tolerate such behavior. Civil remedies include compensation for physical, emotional, and psychological harm. Organizations found responsible for hazing may lose their official recognition and state-funded grants or scholarships.

SB 148 mandates that post-secondary institutions implement anti-hazing policies and educational programs to foster a culture of prevention. Beginning in the fall of 2025, educational institutions must provide comprehensive hazing prevention education to students during new student orientation and at the start of each academic year. These programs must cover the signs and

dangers of hazing, reporting protocols, and the civil and criminal consequences of participation. The information must also be accessible through the institution's public website to reach faculty, parents, and other stakeholders.

To further strengthen prevention efforts, the legislation mandates that educational institutions create hazing prevention committees. These committees must have at least six members, ensuring equal representation from students, faculty or staff, and parents or guardians. Students on the committee cannot be associated with any organization that has been found guilty of hazing violations in the past year. The committee's responsibilities include promoting hazing prevention initiatives and addressing hazing-related incidents on campus.

FISCAL IMPLICATIONS

Fraternity & Sorority Life-

No appropriation accompanies this bill to cover training or administrative expenses. The fiscal impact on institutions could be substantial. To implement effective training and ensure quality, the state should contract a third party to develop this training. This will ensure consistency and allow state oversight of the training each student receives. Relying on individual staff or faculty to create and manage this program for every student at an institution, given current staffing levels, is unrealistic. Staff and faculty training would also need to be uniform. In addition, an electronically delivered program would yield more accurate assessment data. Attached to this FIR is a sample proposal from AliveTek, which operates prevent.Zone and the hazing prevention network. As the leading digital educational provider for hazing prevention, they would be an ideal partner, though multiple options are available. The proposal is attached solely for reference, as costs would be similar across other companies. The proposal outlines costs per institution based on the number of users. For instance, the estimated cost to train all UNM students, staff, and faculty would be \$15,250 per year.

There may also be a financial impact from an investigatory perspective. Depending on the current workload of the staff assigned to investigate, these requirements may require additional personnel in the Conduct office. Training for law enforcement will also be necessary and may be complicated due to the various levels of punishment outlined in this bill.

Compliance, Ethics & Equal Opportunity Office-

Training all students at large institutions may be costly and difficult, although fiscal costs are offset by the importance of education and prevention. For large institutions, training all students in Fall 2025 may be difficult due to various status of students (traditional, non-traditional, transfer, online, etc.). Though, the bill allows for both in-person and virtual training.

Training for staff, independent contractors, and volunteers is required to ensure that they are aware of reporting protocols, this can be costly and difficult, although the costs are offset by the importance of education and prevention. For large institutions, training in Fall 2025 may be difficult due to the various statuses of staff (including faculty), independent contractors, and volunteers. Faculty, volunteers, and independent contractors may be especially difficult given the nature and duration of contracts, if they are on sabbatical, on research endeavors, etc.

This bill also requires that materials be produced and published on the UNM website, which will require FTE to ensure that materials are sufficient and up to date.

Lastly, the bill also requires that a hazing prevention committee be established, which includes participation from staff, faculty students, and parents/guardians. This may incur fiscal costs as it relates to facilities rental, accommodation, and administrative support.

SIGNIFICANT ISSUES

Fraternity & Sorority Life-

The primary concerns with this legislation are the lack of dedicated funding and the absence of a standardized educational framework across the state. Without financial support, institutions may struggle to implement effective hazing prevention programs, placing an additional burden on already limited resources. Furthermore, allowing each institution to develop its own training could lead to inconsistencies in content and delivery, resulting in varying levels of understanding among students. A statewide, standardized approach would ensure that all students receive the same essential information, reinforcing the bill's intent to effectively prevent hazing.

Compliance, Ethics & Equal Opportunity Office-

A state hazing bill is timely and important. A federal amendment to the Higher Education Act of 1965, was signed into law by President Biden on December 23, 2024 (called the "Stop Campus Hazing Act"). SB 148 is substantially consistent with the Stop Campus Hazing Act but has some variation to consider.

Dean of Students-

The extension of the provision of the bill to "prospective students" is concerning. The student code of conduct and policies of the University only apply to currently enrolled students. One could argue that the rules of the University could apply to students who are admitted, but not yet enrolled. There is no definition of a "prospective student", and technically any highschooler in NM who attends a summer Lobo Athletics Camp could be a prospective student where this Act would apply under Section 3(A). Since many things can happen with a person before they ultimately chose to apply to a college, be admitted, and then enroll, this Act is either too broad or could be narrowed to define a "prospective student" to "a person who is admitted" or "a person who is currently enrolled."

PERFORMANCE IMPLICATIONS

N/A

ADMINISTRATIVE IMPLICATIONS

Compliance, Ethics & Equal Opportunity Office-

Public schools must revise policy and code of conduct to align with hazing bill requirements. There will also need to be administrative oversight of the hazing prevention committee.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

[US HR 5646, the Stop Campus Hazing Act, in December 2024.](#)

NM SB 10 Anti-Hazing Act

Relationship with federal Stop Campus Hazing Act – SB 148 is consistent with the federal Stop Campus Hazing Act.

Relationship with Senate Bill 10 (Pope) - SB 148 is consistent with SB10.

Compliance, Ethics & Equal Opportunity Office-

SB 148 is more expansive than SB10 and provides specific details as to civil cause of action for hazing and for criminal penalties for hazing. SB 148 does not provide for the university transparency reports that are contemplated in SB10 and required in the federal Stop Hazing Act. Unifying and aligning all proposed state hazing laws and existing federal hazing laws will be beneficial to the overall fabric of the intent of all hazing laws.

TECHNICAL ISSUES

The definition of student organization is slightly different from the federal definition.

OTHER SUBSTANTIVE ISSUES

N/A

ALTERNATIVES

N/A

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Fraternity & Sorority Life-

If this bill is not enacted, New Mexico will continue to be one of only six states that lack a law explicitly defining hazing as a crime, creating a significant gap in legal accountability. Without clear statutory penalties, individuals and organizations involved in hazing incidents may evade meaningful consequences, increasing the risk of severe physical and psychological harm to students. The absence of a criminal statute also undermines institutions' ability to effectively deter hazing, as there is no uniform standard for enforcement or prosecution. Furthermore, failing to pass this legislation could expose educational institutions to increased civil liability, as victims and their families may pursue alternative legal remedies without state protections. Ultimately, without this bill, hazing prevention efforts will remain inconsistent, and New Mexico will fall behind national initiatives to establish safer campus environments.

By establishing both criminal and civil penalties alongside preventative measures, the Anti-Hazing Act, in SB 148, takes a comprehensive approach to addressing the dangers of hazing in educational settings. The proposed legislation emphasizes the significance of accountability, education, and cultural change in eradicating harmful practices. If passed, SB 148 would enhance New Mexico's response to hazing, aligning the state with national initiatives to foster safer and more inclusive educational environments. The bill not only shields students from physical and

psychological harm but also conveys a clear message about the importance of respect, dignity, and integrity in student life.

Compliance, Ethics & Equal Opportunity Office-

Lack of necessary state law. It is very important that an anti-hazing bill be passed. NM remains only 1 of 6 states that has no anti-hazing law.

AMENDMENTS

N/A

Responses received from:

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Fraternity & Sorority Life also on behalf of the Student Activities Center
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AliveTek
We Bring eLearning to Life

prevent
.zone
by **AliveTek**

hazing 
prevention
NETWORK

Hazing Prevention: It's Everyone's Responsibility™

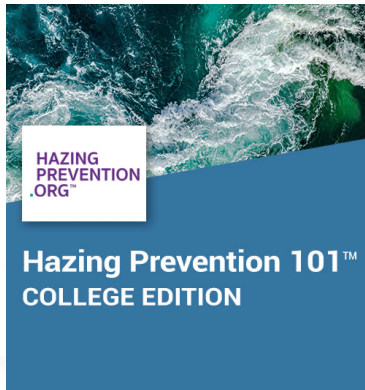
Proposal

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.

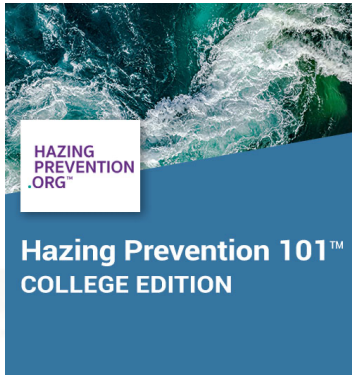
There are many advantages for banding together and offering the same program throughout New Mexico:

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.

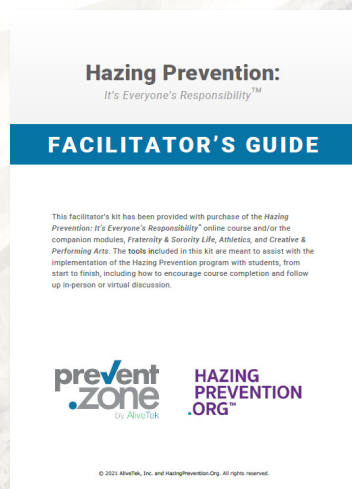
Access to the #1 Hazing Prevention Curriculum

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.



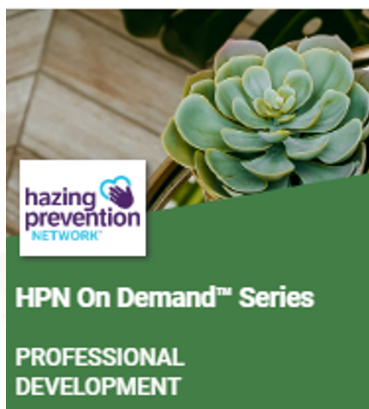
HAZE: The Risks of Alcohol and Hazing

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

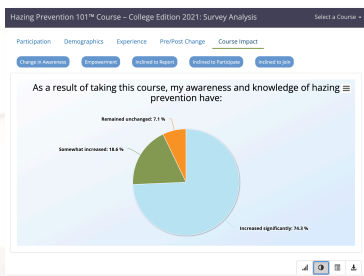
The Hazing Prevention Advocate Certification provides understanding and competence to help build, support, and grow hazing prevention efforts. The course focuses on strengthening conversation skills to have the often difficult, but necessary, discussions surrounding hazing, to advocate for prevention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



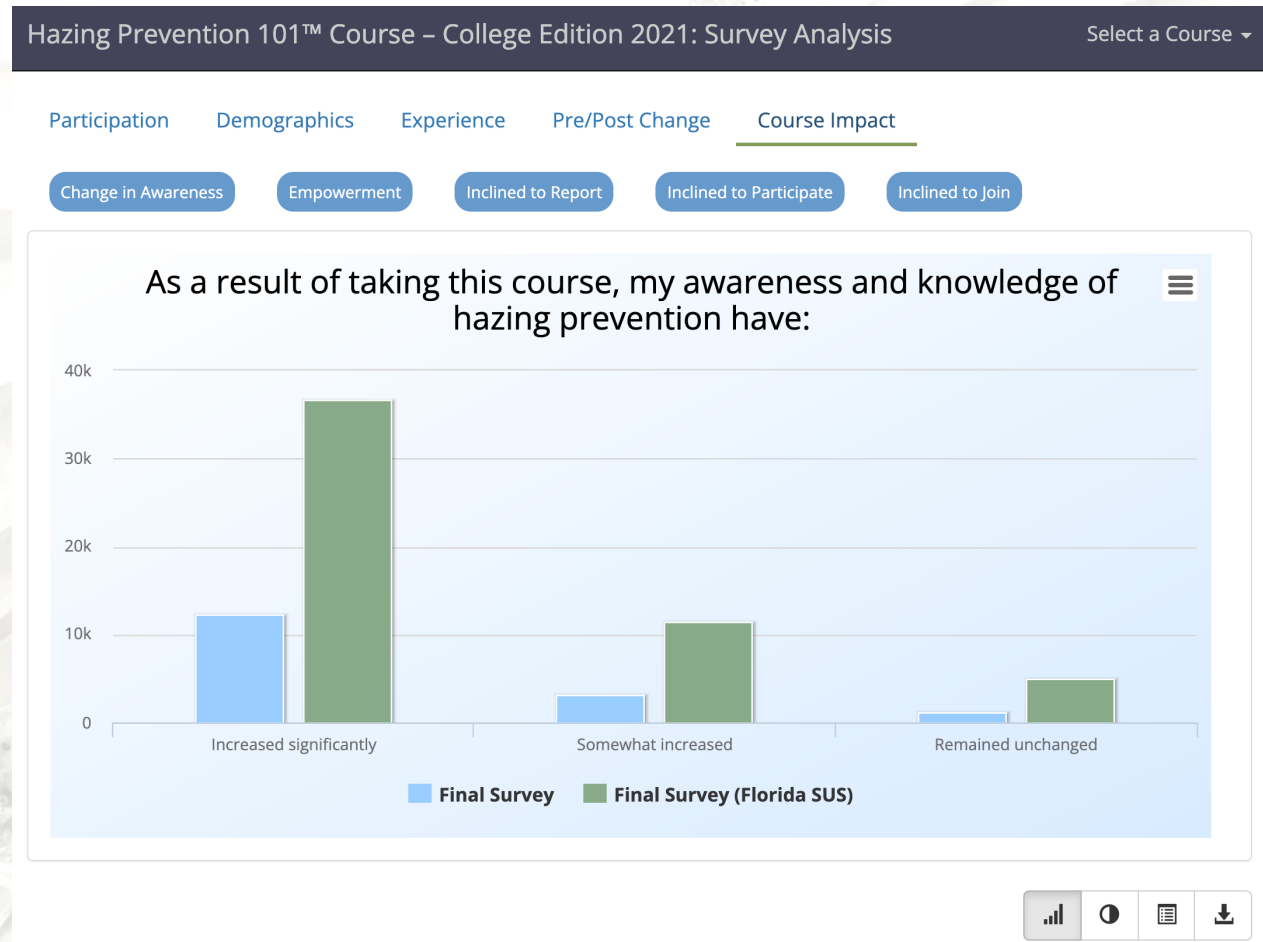
Social Media Elements

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™***.