

# Kean University Statement on Hazing

## **Anti- Hazing Policy**

Any Kean University student shall have the right to be free of all activities which might constitute hazing, while attempting to become a member of, or maintain membership in, a fraternity, sorority, society, club, or association whose members are primarily students or alumni of the organization. Organizations, their members, and their prospective members are prohibited from intentionally, knowingly or recklessly engaging in or encouraging others to engage in activities that are defined as hazing.

Hazing, as defined below, violates Kean University's community values as set forth in the *Student Code of Conduct*. Any alleged incidents of hazing will be investigated under the due process procedures set forth within the *Student Code of Conduct*. Individuals found responsible for violations of hazing will receive appropriate sanctioning and remediation as set forth within the *Student Code of Conduct*. Additional disciplinary action may be initiated against the organization as appropriate, which may include suspension of the organization. In addition to sanctions and remedies set forth under the *Student Code of Conduct*, incidents of hazing may be subject to referral for prosecution under federal and/or New Jersey state law.

### ***Definition of Hazing.***

Kean University adopts the New Jersey legislature's definition of hazing as codified in Senate Bill 1090, otherwise known as Timothy Piazza's law. Hazing is defined as knowingly or recklessly organizing, promoting, facilitating or engaging in any conduct, other than competitive athletic events, which places or may place another person in danger of bodily injury *or* causes, coerces, or forces another person to do any of the following:

- (1) Violate federal or state criminal law;
- (2) Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the other person to a risk of emotional or physical harm;
- (3) Endure brutality of a physical nature, including whipping, beating, branding, calisthenics, or exposure to the elements;
- (4) Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment;
- (5) Endure brutality of a sexual nature; or
- (6) Endure any other activity that creates a reasonable likelihood of bodily injury to the person.

Where an activity amounts to hazing, a person's consent to the activity is not a defense.

Kean University complies with New Jersey State Law prohibiting hazing (as outlined on page 8 of manual).

# A STATEMENT OF FRATERNAL VALUES AND ETHICS

## Basic Expectations

In an effort to lessen the disparity between fraternity/sorority ideals and individual behavior and to personalize these ideals in the daily undergraduate experience, the following Basic Expectations of the fraternity/sorority membership have been established by the Commission of Values and Ethics of the National Interfraternity Conference, with acceptance by the National Panhellenic Conference.

- I. I will know and understand the ideals expressed in my fraternity Ritual and will strive to incorporate them in my daily life.
- II. I will strive for academic achievement and practice academic integrity.
- III. I will respect the dignity of all persons; therefore, I will not physically, mentally, psychologically or sexually abuse or haze any human being.
- IV. I will protect the health and safety of all human beings.
- V. I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.
- VI. I will meet my financial obligations in a timely manner.
- VII. I will neither use nor support the use of illegal drugs; I will neither abuse nor support the abuse of alcohol.
- VIII. I acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter's property is cleaned and maintained.
- IX. I will challenge all fraternity members to abide by their fraternal

expectations and will confront those who violate them.

Prepared by Joanne Shaffer Meloro for NEPC, 2.96

## The New Member's Bill of Rights

The following shall serve as a Bill of Rights for all students who choose to participate in a new member education process for a Fraternity or Sorority at Kean University. These rights shall be construed as the minimum rights to be afforded to each and every new member. It is assumed that a Bill of Rights is a basic document in which free men and women are guaranteed freedom from any type of irresponsible action on the part of individuals or an organization. It is also assumed that such a document will serve to reassure a new member that his/her initiating process will be enhanced rather than hindered.

Therefore, each new member shall know that he or she is not required to submit to any form of activity or requirement which may endanger his or her life, health, physical, or psychological well being. Activities which are strictly forbidden include:

1. Dietaries
2. Paddling
3. Stroking or physical touching in any manner that may be construed as indecent.
4. Beating or physical abuse of any kind.
5. Any indecent acts against the new member or any indecent acts required of the new member.
6. Morally degrading or humiliating games or activities wherein a new member is required to perform acts that he/she feels would cause themselves extreme embarrassment, damage their reputations, and be something they consider abhorrent and against their moral code.
7. Physical activities that may endanger the safety of the new member or others.
8. Late work activities or any extended type of activity that may interfere with the new member's scholastic work.
9. Any public display that may create extreme embarrassment for the new member.
10. Any type of quest, treasure hunt, scavenger hunt, road trip or activity carried on outside the campus that would endanger a new member or that will make it necessary for him/her to travel extreme distances, to return from isolated areas, or to be in a position where financial resources are insufficient to allow his/her return to the campus.
11. Any type of activity that may be in violation of legal statutes or policies of the university.

# New Member Education Guidelines

1. A new member's religious beliefs, ethnicity, and race must be respected during the new member education process.
2. All prospective new members **must** attend a new member orientation meeting on university guidelines and state laws sponsored by the Center for Leadership and Service Greek Affairs.
3. Prior to conducting a New Member Education Program, the president, new member educator and assistants **must** attend a new member education meeting on university guidelines and state laws sponsored by the Center for Leadership and Service Greek Affairs.
4. No less than ten (10) working days prior to the beginning of the new member education process, each group should submit to the Center for Leadership and Service Greek Affairs the following items: New Member Education Programs, Prospective New Member Information Form(s), New Member Contract(s) and New Member Registration Form(s) prior to receiving authorization to begin new member education activities.

## **New Member Education Program-** which includes:

- a. New Member Education activities and duties, amount of time the activities will take and their purpose;
- b. Dates of sessions and tests on history, philosophy, traditions;
- c. Dates of chapter functions that new members are encouraged to attend;
- d. Schedule of activities designed to assist the new member's academic performance;
- e. No programs can take place with other organizations during New Member Education, with the exception of community service
- f. Dates and descriptions of community service and fundraising projects  
New Members must attend and organize.
- g. All New Member Education programs must stop by 11:00 p.m.

## **Prospective New Member Information Form-** which includes: the name, address, social security number, number of earned credits, and cumulative grade point average, for each new member.

## **New Member Contracts and New Member Registration Forms-**

All perspective new members and appropriate chapter officers are required to complete a **New Member Contract** and **New Member Registration Form** for each new member.

\* All forms (New member-education Program, Prospective New Member Information Form, New Member Contract and New Member Registration Form) must be submitted **together**. Authorization for New Member Education activities will not be approved until all forms are reviewed and approved.

**Groups may not begin New Member Education activities until a New Member Education Program status has been approved and returned to the group.**

5. All university and state New Member Education guidelines relate to activities both on and off campus. **All off-campus activities are prohibited, with the exception of pre-approved community service projects.**

6. Prospective new members must have a 2.60 cumulative grade point average and must have completed a minimum of 12 credits, including developmental credits, at Kean University. Transfer students must have a minimum of 12 credits accepted by Kean University.

If the criteria listed above are not met, the individual will not be eligible to take part in the New Member Education Process.

7. New Members must be given a minimum of eight hours of sleep daily.

8. New Member Programs must be completed prior to the last three weeks of the semester. The specific final date of the New Member Education Process will be announced by the Center for Leadership and Service Greek Affairs on a semesterly basis.

9. Individuals and/or groups are responsible for any activity that results in the violation of any part of this policy.

10. Activities must not interfere with the rights of others, on or off campus.

11. Faculty, alumni advisors and the national/international headquarters of any group alleged to have violated this policy, will be notified. **All New Member Education activities and related activities shall be suspended during the period of the investigation.**

12. The consent of a new member or any assumption of risk is not a defense to any violation of this policy.

13. State laws and university policies strictly prohibit actions which in anyway cause mental or physical discomfort, embarrassment, harassment or ridicule; that endangers the physical well being of a new member, or requires a menial task of a new member. **(Such activities include paddling or other physical abuses, psychological shocks, the wearing or carrying of conspicuous clothing or articles, engaging in public stunts or jokes, late night activities, and activities which cause extensive fatigue).**

14. By agreement, the Judicial Board of Greek Senate will hear any grievance of a new member. If the new member is not satisfied with the outcome, he/she should next see the

Assistant Director for Greek Affairs, who will follow up as deemed appropriate.

## **New Member Education Procedures In and Around Residence Life Area**

1. NO organized activity that violates On-Campus Housing policy is permitted (i.e. noise violation and any overt new member education activities). Group leaders must increase individual group members' understanding of the policies found in the Residence Life and Housing Handbook.
2. NO greetings to big brothers/sisters are allowed to take place in the quad area.
3. Groups should be “in touch” with what is going on and assist with directing members and new members away from quad area if noise level is high.
4. Individual groups must take responsibility for the noise factor that their presence and behavior creates. They must also monitor the behavior of others who come into the quad area to socialize/meet members.
5. Given the high percentage of Greeks who visit from other campuses, it is imperative that a Kean University student be present when other chapters are visiting. It is agreed that when a Kean University student is present, the group will be more likely to be informed of campus policies and will be able to work with campus police and/or RL&H staff to address any questions, concerns, or problems that might arise.

## Exceptional Educational Opportunities Guidelines

In accordance with the Exceptional Educational Opportunities (EEO) Program's regulation, which stresses the program's primary purpose is to improve the participants academic performance, increase student retention, promote the student's progress toward graduation and to provide effective administrative support, the following guide for EEO student New Member Education activities shall apply:

1. No EEO student with less than 29 completed credits (excluding developmental courses) will be permitted to start the New Member Education Process;
2. No EEO student with less than a 2.6 cumulative GPA will be permitted to participate in the New Member Education Process;
3. No EEO student who has not completed developmental/ESL courses;
4. No EEO student who is presently on probation;
5. No EEO student who has not completed Freshman Seminar
6. All applications for EEO students to participate in the New Member Education Process will be reviewed by the EEO Director (or Assistant Director).
7. Prior to the New Member Education Process, the Greek advisor will place a prospective list of EEO students on file in the EEO office Campus School East (908-737-3130).

**\* No EEO student will be allowed to participate in the New Member Education Process without the written consent of the EEO Office!**

# HAZING CONCERNS

## **Statement of Position on Hazing and Pre-Initiation Activities, As Adopted from The Fraternity Executives Association:**

“... a fraternity/sorority has a solemn obligation in the development of its new members and existing members and that this responsibility extends alike to the institutions where it is represented; to the parents and others who make possible the education of new members and members; to the communities where chapters are accountable for good citizenship; and to the university fraternity/sorority system of which it is a part.”

“... despite the fact that much progress has been made, one of the most damaging instruments to the fraternity/sorority system is the employment of a program of education, which includes hazing, and this unproductive, ridiculous and hazardous custom has no rightful place in the fraternity/sorority system.”

## **New Jersey State Criminal Statute**

### **2C:40 - 3 Hazing**

- a. A person is guilty of hazing, a disorderly persons offense, if in connection with initiation of applicants to members of a student or fraternal organization, he/she knowingly or recklessly organizes, promotes, facilitates or engages in any conduct, other than competitive athletic events, which places or may place another person in danger of bodily injury.
- b. A person is guilty of aggravated hazing; a crime of the fourth degree, if he/she commits an act prohibited in subsection a. which results in serious bodily injury to another person.

### **2C:40 - 4 Consent**

Notwithstanding any other provision of Title 2C of the New Jersey Statutes to the

contrary, consent shall not be applicable as a defense to a prosecution under this Act. (Added by L 1980, chap. 169 (2); eff. 12/18/80).

## **2C:40 - 5                    Prosecution**

Conduct constituting an offense under this Act may, at the discretion of the prosecuting attorney, be prosecuted under any other applicable provision of the Title 2C of the New Jersey Statutes. (Added by L 1980, chpt. 169 (3); eff. 12/18/80.) \*(Added by L. 1980, chpt. 169 (1); eff. 12/18/80.) (rev. '84) 141-a

# **Kean University Guidelines**

Hazing: (as defined in the NASPA Journal, vol. 24, no. 4, Spring 1987, in Putting an End to Fraternity Hazing”) includes, but is not limited to:

- a. actions that recklessly or intentionally endanger the physical and mental health or safety of students;
- b. forced or required consumption of any food, liquor, drugs or any other substance;
- c. force or required participation in physical activities, such as calisthenics, exercises, or so-called games;
- d. exposure to weather (i.e., snow, heat, rain, etc.);
- e. excessive fatigue resulting from sleep deprivation, physical activities, or exercises;
- f. assignment of activities that would be illegal or unlawful, or might be morally offensive to individual new members;
- g. physical brutality, including paddling; striking with fists, open hands or objects; and branding
- h. kidnapping, transportation, or stranding of individuals;
- I. verbal abuse, including “line-ups” and berating of individuals;
- j. forced or required conduct that could embarrass or adversely affect the dignity of the individual, including the wearing of apparel that is conspicuous or extraordinary, and the performance of public activities;
- k. the intentional creation of clean-up work or labor for new members by active members or alumni;
- l. denial of sufficient time to study;
- m. nudity or lewd behavior;
- n. walking on line;
- o. wearing of uniforms;
- p. programs taking place with other organizations, during New Member Education, with the exception of community services.

\* All New Member Education must stop at 11:00pm.

## **Hazing - What You Should Know**

### **(A guide for the Well - Informed Greek)**

#### **What is Hazing?**

Hazing is defined as any activity which endangers the physical safety of another person, or produces mental or physical discomfort; causes embarrassment, fright, humiliation, or ridicule; or degrades the individual.

#### **Why is Hazing Bad?**

The Greek System is a target for widespread criticism. While most of it comes from people who have never experienced the manifold values inherent in fraternity or sorority membership, its spokes people are so numerous, and their audience is so predominately made up of non - fraternity men and women lacking in understanding of what a fraternity or sorority really stands for, it is difficult to counteract the unfavorable publicity.

There is a more practical side, however. In the past, pre-initiation horseplay in the Greek world has led to numerous physical injuries and even some deaths. By a famous decision of the highest court in Colorado, it has now been established, as a matter of law that the chapters which conduct these “activities” are liable in damages for the injuries inflicted, and that similar liability is incurred by the chapter members who actively participate in hazing.

Finally, and most importantly as an individual, you should have the same freedoms as an active member the only difference between you and an active member is that you do not know the secret ritual (basically, an oath of loyalty and secrecy) and the history of the organization. If that is all you have to learn, why is it necessary to be treated as a second class citizen until “they” allow you to learn it? Unfortunately, many active members of fraternities and sororities have the idea that the New Member Education Process is their chance to put the new members through the same degrading program that they had to endure. A new education process that treats you as a second class member is one that does not respect your rights. Instead of treating the new member with respect and as a friend, the active members who haze are in fact ignoring his/her rights. Therefore, you should always expect to be treated with the respect that every individual deserves.

#### **How Did Hazing Get Started?**

Hazing as we know it is strictly an American phenomenon--arising from the crude behavior of the 19th century “cowboy” towns on the frontier, and from some forms of military discipline imposed during “boot camp” or “basic training.” Hazing did have parallels in Medieval Europe and the British prep schools of the 1700's, but these practices disappeared long before the American version developed.

Hazing persists today because it is a “TRADITION.” It’s a “rite of passage,” which entitles the survivor to special recognition. It needs to be replaced!

## **To Whom Does Hazing Apply?**

Our greatest contact and familiarity with hazing comes from the active new member relationship. If hazing is occurring, usually an active member is harassing a new member.

Hazing, however, is not limited to active members harassing new members. It is also possible for a new member to haze an active member; an active member to haze another active member; or a new member to haze another new member.

## **What Kinds of Hazing Are There?**

There are two basic types of hazing... **Physical and Mental**...listed below are some examples of each:

### **Physical Hazing**

Paddling	Bright lights
House cleaning	Hell week*
Personal servitude	Lack of sleep
Treasure hunts	Pranks*
Road trips	New member duties*
Hell sessions*	Pushing, shoving
Ordeals*	Exercises, calisthenics
Being doused with water	Running
Cold rooms	Exposure to discomfort
Beating	Forced eating or drinking

### **Mental Hazing**

Marches	Line ups
Signature books	Deception
Hot seats	Pledge duties*
Blindfolding	Long education activities
Demerits	Double standards
Yelling & Screaming	Egotistical members
Hell sessions*	Degrading names

Hell week\*  
Ordeals\*  
Pranks\*

Embarrassing apparel  
Lack of study time  
Inspiration weeks

\* **Can be classified under both types of hazing**

Hazing, both mental and physical, can range from **Mild Discomfort, to Intense Stress and Physical Exertion.**

## **How Will I Know If I'm Being Hazed?**

If you have to ask if a particular activity is hazing... then it probably is. The key here is sensitivity to others, and doing activities on a cooperative basis. Some of the activities listed wouldn't be hazing if **everyone** did them together, and no one was **forced** to do something they didn't want to. Think about it! You (and your chapter) could start a whole new tradition -- one of **NO HAZING**.

(Credits: ΑΦ, ΑΤΩ, ΔΤΔ, ΛΧΑ, ΦΓΔ, Fraternity Executives Associations) (Adapted from the Office of Greek Affairs/Colorado State University)

## **Examples of Hazing**

The following are some examples of hazing by category. Do your new member education activities fall into any of these categories?

A. **Subtle Hazing:** Actions that are against accepted fraternity and sorority standards of conduct, behavior, and good tastes. An activity or attitude directed toward a new member or an act which ridicules, humiliates or embarrasses.

Examples:

1. Never doing anything with the new members.

2. Calling you “pledgee” or any other demeaning name.
3. Silence periods for new members.
4. Any form of demerits.
5. Active members writing progress reports on new members.
6. Requiring new members to call active members “Miss or Sir.”
7. Scavenger hunts for meaningless objects.
8. Phone/house duties, if only assigned to new members.
9. Requiring new members to carry pledge handbook or paddles everywhere to get signatures.
10. Scaring new members with what may happen at initiation.
11. Deprivation of privileges.

**B. Embarrassment Hazing:** Anything that causes mental anguish or physical discomfort to the new members. Any activity which confuses, frustrates, or causes undue stress.

**Examples:**

1. Verbal Abuses
2. Any form of questioning under pressure or in an uncomfortable position.
3. Requiring new members to wear ridiculous costumes or perform ridiculous activities.
4. Requiring only new members to enter by back door or go up by back staircase.
5. Stunt or skit nights/events with demeaning and/or crude skits and/or poems.
6. Requiring new members to perform personal service to active members such as carrying books, running errands, performing maid duties, etc....
7. Refusing to allow time for good grooming.
8. Requiring new members to sing embarrassing songs.
9. Line-ups and interrogations of any type.

**C. Dangerous Hazing:** Anything which may endanger the life or health of a new member or active member. Any action which has the potential to cause bodily injury or permanent psychological damage.

**Examples:**

1. Restricting bodily movement in any way such as tying feet or hands.
  2. Blindfolding
  3. Taking a “ride or walk”
  4. Requiring calisthenics
  5. Requiring walking, standing, sitting, or lying in any unpleasant substance or uncomfortable position.
  6. Allowing a fraternity/sorority to haze a new member, including sexual harassment.
  7. Requiring eating or drinking of anything, at any time or place.
  8. Leaving campus secretly.
  9. Requiring new members to jump from objects, or over an object.
  10. Hitting.
  11. “Kidnaps”.
  12. Paddling.
  13. Requiring outdoor activities in unfavorable weather.
  14. Requiring new members to consume any amount of alcohol.
  15. Requiring new members to attend any function where non-alcoholic beverages are not available or where beverages are “spiked” without their knowledge.
- (Credits: ΔZ, ΣK)

## **Are We Hazing?**

If you can answer yes to all these questions and your new member education activities do not violate any policy outlined in this document, then you are not hazing.

1. Will this activity achieve one or more of the aims of the fraternity/sorority?
2. Would you be willing to describe the details of every activity to your chapter advisor?
3. Would you be willing to perform this activity in front of a Kean University Administrator?
4. Would you be willing to send a photograph of the activity to the parents of the member or new member involved? written details?
5. Would you be prepared to go to court to defend the merit of this activity?
6. Would you be willing to share a written description of the activity for the other chapters to use?

\* (Credit: KAΘ Fraternity, Inc.)

## **The Goal of Greek Organizations**

Greek Organizations provide a milieu of intellectual achievement, awareness of social responsibility, social and personal development, and respect for human diversity. Fraternities and sororities can offer a rich and rewarding experience for those who choose to affiliate. Through the goal statement, the men and women in these organizations reaffirm that the purpose of Greek Life at Kean University is to support, maintain, and encourage the following:

### **A. Intellectual Awareness**

Greek Organizations create an atmosphere that encourages its members to broaden their intellectual horizons and sharpen their academic skills. While collectively supporting the norm of academic excellence, fraternities and sororities provide an environment conducive to the free exchange of ideas among its members. In addition, Greek Organizations assist their members in the pursuit of scholarship and academic achievements by providing tutorial assistance when needed and by rewarding superior academic achievement.

### **B. Social / Personal Responsibilities**

Greek Organizations provide an opportunity for their members to learn the meaning and practice of social responsibility. Greek Life involves the collective commitments of group living in which individuals learn that their own behavior has consequences for each member of the group as well as for the group as a whole. Through participation, the individual has an opportunity to develop skills relating to leadership and fiscal management. Participation in various campus, community, and philanthropic activities fosters the individual's lifelong commitment to community service.

### **C. Equal Opportunity**

Fraternities and sororities provide opportunities for individuals to learn to respect the rights, values, and beliefs of others. Students from diverse cultural, religious, and socioeconomic backgrounds are encouraged to participate in the Greek System. Activities and programs designed to promote understanding and acceptance of diverse populations are a critical part of the Greek experience.

In accordance with the mission statement in the Kean University Greek Senate Constitution, the fraternities and sororities at Kean University will offer equal opportunity for the participation of the individual regardless of race, color, religion, national origin, physical handicap, age, or sex.

## **A Good New Member Education Process....**

... Provides lasting friendships and mutual support of fellow Greeks who have been through similar experiences.

... Teaches leadership, self-government and democracy; you learn how to make and follow through on commitments.

... Allows you to become part of an identifiable group without losing your own individuality; learn to get along with others of differing backgrounds and lifestyles. There is unity within variety.

... Aids in scholastic development by providing a conducive study atmosphere, encourages achievement and recognizes honors.

... Teaches group dynamics; how groups reach decisions and function as a whole, a tool very valuable in careers and society in general.

... Exposes you to broad social experiences, with both Greeks and non-Greeks.