

ANTI-HAZING POLICY

August, 2002

Dear Club Sport President:

Attached you will find the West Chester University Anti-Hazing Policy and Anti-Hazing Policy Compliance Form.

The Anti-Hazing policy is to be read by or to all team members. Upon reading the policy each club member is to sign the appropriate compliance form. When completed, the compliance forms are to be returned to the Director of Recreation & Leisure Programs, 132 Ehinger Gymnasium.

The Anti-Hazing Policy itself to be retained by the organization President kept in his/her officer files. Additional copies of the Anti-Hazing Policy and Compliance Forms are available in the Office of Recreation & Leisure Programs, 132 Ehinger Gym.

Thank you for your cooperation.

Sincerely,

Dr. Stephen Gambino
Director of Recreation & Leisure Programs

SG/cw
7/01

WEST CHESTER UNIVERSITY ANTI-HAZING POLICY

I. PHILOSOPHY

The foundation of West Chester University's support for student organizations rests on the belief that they can significantly contribute to the educational and personal development of students. In many cases, participation in student organizations is automatically guaranteed by virtue of having enrolled in the University. In others, access is granted after a brief review of a students' particular qualifications for membership. These organizations are unique in that they require all those wishing to join their ranks to go through a formal New Member Education period of several weeks duration during which the prospective members must participate in an educational or developmental program and must demonstrate their commitment to the organization. The procedures set forth in the Anti-Hazing policy are intended to assure that the requirements made of prospective members during their pledging period contribute to the development of the individual and organization.

It should also be noted that the Anti-Hazing policy is congruent with National/International headquarters policies that govern local campus chapters of student organizations. All National/International headquarters prohibit any form of hazing as a prerequisite for membership. National and International Headquarters that issue a charter to a local student organization insist on a constructive new member program for new members that has an educational and developmental mission.

II. POLICY

In this packet is a copy of the official Anti-Hazing Policy of West Chester University as it appears in the Ram's Eye View Student Handbook. This policy is part of the "Student Code of Conduct" that is applicable to all student organizations and individuals at the University.

III. JUDICIAL PROCESS FOR VIOLATIONS OF THE ANTI-HAZING POLICY

Cases of alleged violations will follow the University's judicial process as outlined in the "Student Code of Conduct", Section III entitled, Hearing Procedures (see Ram's Eye View Student Handbook).

If a student organization is found guilty of a violation of the anti-hazing policy, an appropriate sanction will be issued as outlined in the “Student Code of Conduct”, Section II B entitled, Sanctions (see Ram’s Eye View Student Handbook).

Upon receiving a sanction from a University Hearing Officer, a student organization may appeal the decision as outlined in the “Student Code of Conduct,” Section IV entitled, Appeals (see Ram’s Eye View Student Handbook).

IV. NEW TEAM MEMBERS

⇒ It is assumed that once a student organization submits all Anti-Hazing Compliance Forms there is a clear understanding of the Anti-Hazing Policy and therefore New Team Members will not be subjected to any form of hazing.

All activities of a CLUB SPORT should be positive in nature. Each organization should ask themselves if their activities and behaviors could be publicly justified to University officials. If they cannot, other alternatives should be considered.

Club Sports Teams are encouraged to consult with their coaching staff, the Director of Recreation & Leisure Programs, or the Director or Assistant Director of Greek Life and Student Organizations, as well as, the Assistant Vice President for Student Affairs for group activities to promote teamwork. In addition, this consultation is also encouraged if there are any questions regarding activities which might be in potential violation of the **ANTI-HAZING POLICY**.

WEST CHESTER UNIVERSITY
Anti-Hazing Policy

POLICY IMPLEMENTATION

- A. All club sports are required to inform members, new members, associate members and affiliates of the **ANTI-HAZING POLICY** at the first meeting of the new member education period. This responsibility is directly charged to the President and other appropriate executive officers of the organization.

* Failure to file the Compliance Forms may result in possible judicial action as outlined in the **ANTI-HAZING POLICY**.

V. ACKNOWLEDGMENTS

The West Chester University Anti-Hazing Policy was developed in the Spring of 1987 by the Anti-Hazing Policy Committee of the Inter-Greek Council. Committee membership included:

Gene Chintala, Co-Chair
Maura Porfido, Co-Chair
Monica Banks
Eric DeVan
Gregory DiVirgilio
Daniel J. Guyer
Michele Locke

John Marroletti
Michael McLish
Kimberly Nottingham
Brian Quirk
Les. J. Risell
Patricia Spencer
Laura Wayland

VI. POSTSCRIPT

Any changes or revision of the Anti-Hazing Policy should be recommended by the Greek Governing Councils and/or SGA and forwarded to the Director of Student Standards for review and approval.

ANTI-HAZING POLICY

Hazing involving West Chester University students or student groups is strictly prohibited. Hazing is defined by the State of Pennsylvania Law (Act 175) as any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating under the sanction of an institution of higher education. The term shall include, but not be limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity that could adversely affect the physical health and safety of the individual and shall include any activity that would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment or any other forced activity that could adversely affect the mental health or dignity of the individual.

For purposes of this definition, any activity as described in this definition that the initiation or admission into or affiliation with an organization is directly or indirectly conditioned shall be presumed to be “forced” activity, the willingness of an individual to participate in such activity notwithstanding.

In addition, the following specific actions and activities are strictly prohibited and include but not limited to:

Physical Hazing:

1. Causing excessive physical fatigue through physical and psychological shocks;
2. Forcing, requiring, or endorsing calisthenics, such as sit-ups, push-ups and runs;
3. Conducting a new member-related activity between the hours of midnight and 7:00 a.m. or awakening individuals during these hours;
4. Forcing, requiring, or endorsing less than seven (7) continuous hours of sleep for associates/pledges each night;
5. Pushing, shoving, tackling, paddle swats, or any other act which may cause harm;
6. Forcing, requiring, or endorsing pledges/associate members to drink alcohol, take any illegal drugs, or eat any food or other substance;
7. Dropping food (e.g., eggs, grapes, liver, etc.) into mouths;
8. Forcing, requiring, or endorsing branding, scarring, or tattooing;
9. Throwing anything (whipped cream, garbage, water, paint, etc.) at or on an individual;
10. Forcing, requiring, or endorsing theft of any personal property under any circumstances;
11. Assigning or endorsing “pranks” or harassing another organization;
12. Forcing, requiring, or endorsing the defacing of trees, ground, or buildings on or off campus;
13. Conducting unauthorized quests, treasure hunts, scavenger hunts, paddle hunts, big sister/brother or little sister/brother hunts;
14. Forcing, requiring, or endorsing the carrying of items that will interfere with daily activities;

Mental Hazing:

15. Conducting activities that do not allow adequate time for study during the pledge period;
16. Yelling and screaming or directing negative comments at associates/pledges;
17. Deceiving new members prior to the ritual designed to convince an associate/pledge that he/she will not be initiated or will be hurt;
18. Forcing, requiring, or endorsing the playing of extremely loud music or music repeated over and over, or any other audible harassment;
19. Not permitting pledges/associate members to talk for periods of time;
20. Forcing, requiring, or encouraging nudity at any time;
21. Messing up the house or a room for the associate members/pledges to clean;
22. Forcing, requiring, or endorsing the running of unreasonable personal errands (servitude);
23. Forcing, requiring, or endorsing engagement in unauthorized activity that involves compelling an individual or group to remain at a certain place or transporting anyone anywhere, within or outside the Borough of West Chester (drop offs, kidnaps, etc.);
24. Forcing, requiring, or endorsing engagement in public stunts and shenanigans;
25. Forcing, requiring, or endorsing shaving of head or body hair;
26. Forcing, requiring or encouraging pledges/associate members to act like animals or other objects;
27. Wearing publicly apparel that is conspicuous and not “normally” in good taste.

In addition to the above stipulations, West Chester University’s Anti-Hazing Policy also includes the following regulations:

1. Individuals and/or student organizations that force, require, and/or endorse violations will be held directly responsible through the University’s judicial process and if appropriate, through local authorities, which may pursue criminal action.
2. The negligence or consent of a student or any assumption of risk by the student is not a defense to an action brought pursuant to this policy.
3. Any student organization wishing to proceed with a membership intake process must first get approval from the director of greek life and student organizations.
4. Pledging programs must not interfere with the rights and activities of others and should always reflect the best interests of the members of the organization it represents and the University community as a whole.
5. In all cases of alleged violations of this policy, faculty and alumni advisors and the national/international headquarters of any organization will be notified.
6. Members of student organizations having pledge periods and pledges must file Anti-Hazing Compliance Forms with the director of greek life and student organizations (located in 238 Sykes Union) within three days of the start of the pledge program.
7. Pledge programs and initiations must end, at a minimum, seven days prior to the start of final examinations. Copies of the comprehensive Anti-Hazing Policy, including guidelines for positive pledge programs and Anti-Hazing Compliance Forms, are available in the Office of Greek Life and Student Organizations, 238 Sykes Union. Specific questions regarding the Anti-Hazing Policy may be directed to the director of greek life and student organizations.

**West Chester University
Anti-Hazing Policy Compliance Form**

For Members of:

(Name of Organization)

All members of Sports Clubs at West Chester University are required to sign this form and return it **before the first club practice** to the Director of Recreation & Leisure Programs, 132 Ehinger Gymnasium. Failure to file this form may result in judicial action as outlined in the Anti-Hazing Policy.

ANTI-HAZING AGREEMENT

We, the undersigned, have read and understand the West Chester University Anti-Hazing Policy. We also have reviewed the policy with all members of our Sports Club at our meeting and with all new members of our club. We understand that as Chief Executive(s) of our Club, we and the other Executive Committee members have the responsibility for assuring that these regulations are adhered to by all members of the organization:

PRINT NAME	SIGNATURE	DATE
_____ President	_____	_____
_____ Vice President	_____	_____
_____ Treasurer	_____	_____
_____ Secretary	_____	_____
_____ Other Officer	_____	_____
_____ Other Officer	_____	_____

For Office use Only:

Received By: _____ Date Received: _____

**Please use the additional signature pages in this packet to obtain the names and signatures of all Sports Club members who will be participating in your Club activities this academic year.

OTHER ORGANIZATION MEMBERS

	<u>PRINT NAME</u>	<u>SIGNATURE</u>	<u>DATE</u>
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____
8.	_____	_____	_____
9.	_____	_____	_____
10.	_____	_____	_____
11.	_____	_____	_____
12.	_____	_____	_____
13.	_____	_____	_____
14.	_____	_____	_____
15.	_____	_____	_____
16.	_____	_____	_____
17.	_____	_____	_____
18.	_____	_____	_____
19.	_____	_____	_____
20.	_____	_____	_____

OTHER ORGANIZATION MEMBERS

	<u>PRINT NAME</u>	<u>SIGNATURE</u>	<u>DATE</u>
21.	_____	_____	_____
22.	_____	_____	_____
23.	_____	_____	_____
24.	_____	_____	_____
25.	_____	_____	_____
26.	_____	_____	_____
27.	_____	_____	_____
28.	_____	_____	_____
29.	_____	_____	_____
30.	_____	_____	_____
31.	_____	_____	_____
32.	_____	_____	_____
33.	_____	_____	_____
34.	_____	_____	_____
35.	_____	_____	_____
36.	_____	_____	_____
37.	_____	_____	_____
38.	_____	_____	_____
39.	_____	_____	_____
40.	_____	_____	_____

OTHER ORGANIZATION MEMBERS

	<u>PRINT NAME</u>	<u>SIGNATURE</u>	<u>DATE</u>
41.	_____	_____	_____
42.	_____	_____	_____
43.	_____	_____	_____
44.	_____	_____	_____
45.	_____	_____	_____
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58.	_____	_____	_____
59.	_____	_____	_____
60.	_____	_____	_____

