

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 MEMBER EDUCATION PROGRAMS

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 Member Education Programs will not include any form of hazing. A suggested format for a new member education program should include the following:

- ⇒ Goals and objectives
- ⇒ Organization of the new member class (e.g. meetings, officers, length of program)
- ⇒ Advisor and Alumni role in the program

- ⇒ Scholarship Development
- ⇒ Leadership Development
- ⇒ Campus Community Service
- ⇒ Education about traditions and purpose of the organization
- ⇒ Getting to know members
- ⇒ Social activities

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

Student organizations are encouraged to consult with their National/International Headquarters, the Director of Student Leadership & Involvement, and/or the Assistant Dean for Student Development and Involvement for New Member Program development. 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**.

POLICY IMPLEMENTATION

- A. All student organizations that have a new member education period 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. **At this meeting, each member must receive a copy of the written document.**
- B. At the same first meeting of the new member education period, all those students affiliating must complete a “Anti-Hazing Compliance Form”. In addition, the officers and current members of the student organization must also complete a “Anti-Hazing Compliance Form”, (see attachments). These forms must be forwarded to the Office for Student Leadership & Involvement in 238 Sykes Union within three (3) days after the commencement of the new member education period for each semester in which the organization has such activities, to certify recognition of and compliance with the University **ANTI-HAZING POLICY**. If an organization has a second new member education period in a semester, arrangements are to be made with the Director of Student Leadership & Involvement to certify the organization’s compliance with the **ANTI-HAZING POLICY**.

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

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
 Michael McLish
 Eric DeVan
 Les. J. Risell
 Michele Locke

Maura Porfido, Co-Chair
 Monica Banks
 Brian Quirk
 Daniel J. Guyer
 Laura WaylandVI.

John Marroletti
 Kimberly Nottingham
 Gregory DiVirgilio
 Patricia Spencer

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 OF WEST CHESTER UNIVERSITY

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 programs and/or the director of student leadership & involvement.
4. No intake activities are permitted during official holiday or break days, including but not limited to, fall break, thanksgiving break, winter break and spring break.
5. 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.
6. In all cases of alleged violations of this policy, faculty and alumni advisors and the national/international headquarters of any organization will be notified.

7. Members of student organizations having pledge periods and pledges must file Anti-Hazing Compliance Forms with the director of student leadership & involvement (located in 238 Sykes Union) within three days of the start of the pledge program.
8. All BLGC, IFC, and Panhellenic recognized student organizations must complete their pledge/new member programs within seven weeks or less in any given semester. All other student groups must complete their programs within a maximum of eight weeks from start to initiation.
9. Pledge programs and initiations must end, at a minimum, fourteen 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 student leadership & involvement, 238 Sykes Union. Specific questions regarding the Anti-Hazing Policy may be directed to the director of student leadership & Involvement.
10. Organizations wishing for an exemption, on any portion of the Anti-Hazing Policy as it reads, should schedule a meeting with the director of student leadership & involvement to discuss the policy issues that are of concern and the rationale for an exemption. In the event the issues are not resolved at this stage, the student group may formally apply for an exemption through the office of the assistant dean of student development & involvement

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

For Members of:

(Name of Organization)

All members of Student Organizations at West Chester University are required to sign this form and return it **within three days after the commencement of the new member period to the Director of Student Leadership & Involvement, 238 Sykes Union.** 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 Club at our meeting and with all new members of our club. We understand that as Chief Executive(s) of our Organization, 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	_____	_____
_____ New Member Educator	_____	_____
_____ Additional New Member Educator	_____	_____

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 members who will be participating in your Club activities this academic year.

OTHER ORGANIZATION MEMBERS

PRINT NAME	SIGNATURE	DATE
1. _____	_____	_____
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**WEST CHESTER UNIVERSITY
ANTI-HAZING POLICY COMPLIANCE FORM
FOR NEW MEMBERS OF:**

(Name of Organization)

All students who enter a new member education program of a student organization at West Chester University are required to sign this form and return it within three (3) days after the commencement of the new member education period to the Director of Student Leadership & Involvement, 238 Sykes Union. Failure to file this form may result in judicial action as outlined in the Anti-Hazing Policy.

We, the undersigned new member class have read, understand, and will comply with West Chester University's Anti-Hazing Policy:

Print Name	Signature	Date
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