WCU
WEST CHESTER UNIVERSITY

UNIVERSITY POLICY

Division of Student Affairs

Recruitment & New Member Policy

Accommodations for individuals with disabilities in accessing these policies are available upon request by emailing accessiblepolicy@wcupa.edu

Purpose

This policy establishes guidelines for the recruitment and new member processes of all selective membership organizations advised by the Office of Student Connection and Belonging and the Office of Student Engagement at West Chester University of Pennsylvania (WCUPA). The aim is to ensure that all organizations operate within the framework of the University's mission and values, fostering an environment of inclusion, respect, and academic excellence. The University recognizes student organizations in accordance with procedures and criteria set forth in the Student Organization Recognition Policy.

Scope

This policy is owned by the Office of Student Connection and Belonging and the Office of Student Engagement and provides a uniform set of criteria and guidelines by which students can join selective membership organizations. The Office of Student Connection and Belonging and the Office of Student Engagement believe in the partnership between the members of selective membership organizations,, advisors, and inter/national headquarters, when applicable, to ensure a healthy and positive experience for all individuals.

Policy Statement

Fraternities, sororities, and selective membership organizations are recognized student organizations that cultivate leadership, service, philanthropy, academic success, and student belonging at West Chester University. The Office of Student Connection and Belonging advises fraternities and sororities that are members of four governing councils (Interfraternity Council, Multicultural Greek Council, National

Panhellenic Council, National Pan Hellenic Council). The Office of Student Engagement advises selective membership organizations who do not fall under those councils. The departments acknowledge that these exclusive organizations operate under the discretion of a National Organization, the West Chester University Student Code of Conduct, their respective council's governing documents, and their own individual chapter governing documents. This policy acts in conjunction with those policies, procedures, and expectations and further clarifies the expectations from the Office of Student Connection and Belonging and the Office of Student Engagement as it relates to the recruitment, intake, and new member processes of joining one of these organizations.

Procedures

- **Requirements for Recruitment/Intake**
    - Alcohol, illicit drugs, and hazing is prohibited at all recruitment/intake activities
    - Hazing, harassment, and sexual abuse are strictly prohibited.
    - For organizations managed by the Office of Connection and Belonging, chapters may not extend membership to individuals below their inter/national GPA requirement, or the required minimum of 12 completed credits and a 2.5 cumulative WCU GPA, whichever is highest. If a Potential New Member does not have a WCU GPA, they must have a minimum of 12 transfer credits.
    - For organizations managed by the Office of Student Engagement, organizations must ensure their members are meeting the minimum requirements for grades and credits as outlined in their bylaws or inter/national governing documents.
    - All potential new members must been in good standing with the University as verified by waivers with Dean certification
    - All potential new members must be full time matriculated students for an undergraduate degree.
    - All individuals must be approved by their managing department prior to an extension of membership
    - Membership cannot be extended until all new member processes are approved by the managing department.

- **Requirements for New Member Process**

- All new member processes must comply with all Anti Hazing requirements, policies, and processes outlined in the Anti Hazing Policy
- All new member processes comply with PA Anti Hazing Law, state and federal laws, headquarters polices, local chapter bylaws, and the Student Code of Conduct
- Alcohol and any other illegal substances are prohibited at new member programs, activities, and rituals. This includes but is not limited to bid night, big/little events, family events, new member presentation, and initiation.
- **New Member Education Plan**
  - All new member activity is required to be shared in the New Member Education Plan submitted to the managing department
  - All new member educators are required to have a meeting with their managing department prior to the beginning of the new member process.
- **New Member Processes**
  - New Member Process cannot be longer than 6 weeks and must be completed by the last day of classes.
    - New Member Process that extends beyond 6 weeks must have prior approval from the managing department unless extended by the University
  - All new member activities may not take place earlier than 8:00am and must conclude no later than 11:00pm
  - New member education must not interfere with academic or University sanctioned commitments. New member activities should not disrupt new members' academic performance.
  - All New Member presentations must take place on campus and if changed from the plan, must be confirmed at least 2 weeks before the intended date.
- **Initiation**
  - All new members must be initiated in the same semester they are recruited in. Exceptions to this need to be approved by the managing department and the organizations inter/national headquarters.
  - Initiations must be reported to the managing department.
  - Initiations must take place on West Chester University's campus. Exceptions to this need to be approved by the managing department and the organization's inter/national headquarters
- **Individual New Member Requirements**

- All new members must sign an Anti Hazing agreement
- All new members must complete an Anti Hazing Module
- All new members must complete the Membership Agreement Form
- If managed by the Office of Connection & Belonging, all New Members must complete the FSL 101 D2L module

University Actions for Failure to Comply:

In the absence of extraordinary or mitigating circumstances, the managing department can pose an interim suspension that may be imposed on any student group who is found in violation of the above process.

References:

PA State Code Chapter 505 Student Personnel

Pa General Assembly Antihazing Statute Chapter 28

Student Code of Conduct

National Organization Cooperation Policy

Reviewed by: Amber Decker Haynes - Director of Student Connection and Belonging; Dr. Kimberly Farrer – Director of Student Engagement; Christina Brenner – Assistant Dean of Students

Policy Owner: Amber Decker Haynes, Director of Student Connection and Belonging

Approved by: Dr. Jasmine Buxton
Vice President for Student Affairs
June 11, 2026

Effective Date: 6/11/26

Review Date: 6/11/26

History:

Initial Approval: 6/11/26

Review Dates:

Amended: