



Introduction

The future of America lies with the development of its youngest generations. The future of any student organization lies with the development of its youngest members as its future leaders.

A student organization must first, however, recruit these new members. After an organization has successfully recruited members, it must not only keep them but also enlist them to take on the leadership of the organization.

The motto of one of the nation's leading financial services companies articulates this goal best; "recruit, build, lead, conquer."

Hazing v. New Member Education

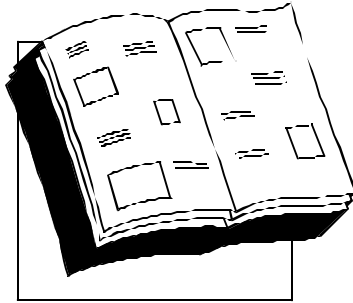
Freshmen enter college. Graduates enter the workforce. Rushees become members of Greek organizations. The environments are unique, but the experience of each newcomer is similar. New members gradually assimilate to the group by taking on values and characteristics of the organization and its members.

Research has strongly suggested that this process of "assimilation," also referred to as socialization or acculturation, occurs through the relationship that forms between the organization and its prospective and new members. This relationship can be used as an opportunity to demonstrate the superiority and influence current members have over those that follow them – or it can be used to develop future leaders.

About This Guide

This guide is just that, a guide. The educational topics in this guide and the intent behind the message are covered in much more depth in resources such as those listed to the right.

This guide, however, does hope to provide information and ideas that clearly illustrate the need and benefits of developing a credible new member education program.



Objectives of this Guide

In addition to simply providing information and ideas, after reviewing this guide and attending any related workshops, you will:

- ◆ have a better understanding of hazing
- ◆ gain ideas for developing effective educational activities

What's inside This Guide?

Hazing

Origins of Hazing
 Hazing Defined
 Examples of Hazing
 Selected State Laws
 Hazing – A Questionnaire
 Myths and Facts
 Why Hazing Doesn't Work

Membership Development

Pledging v. Development
 Developing a New Member Program
 Goals of a New Member Program

About the Author

Connan Campbell, founder of Campus Consultants, is a young veteran in higher education and leadership development, particularly in the areas of Greek life and student government associations.

After serving three terms on his Student Senate in college, Connan began working as a consultant to several college student government associations before beginning graduate studies. Connan has worked as an advisor to student government organizations and greek councils on four college campuses in different parts of the country since 1991.

Connan has presented at local, regional and national conferences on various topics, including networking, meeting management, and leadership.



CAMPUS CONSULTANTS

Connan D. Campbell
 4326 N. Gearhart St.
 Fresno, California 93726
 (559) 289-8309
campbell1@cvip.net

Student Leadership & Greek Advisor
 California State University, Fresno
 5280 N. Jackson Ave.
 University Student Union 316
 Fresno, California 93740
 (559) 278-2741
ccampbel@csufresno.edu



HAZING

The Origins of Hazing

Young men and boys have engaged in activities that are now known to be hazing for centuries. Plato, the Greek philosopher, likened the savagery of young boys to the acts of ferocious beasts. Hazing occurrences, though, did not become a regular part of recorded history until the twelfth century. During the Middle Ages, hazing was considered a natural way of teaching history and precedence to new students.

In America, at least among colleges and universities, hazing was first recorded at Harvard in 1684. A senior that required first-year students to perform acts of servitude was expelled by the college president, only later to be readmitted after repenting. During the eighteenth century, personal servitude became an inescapable part of life for first-year students.

Historians believe that hazing entered the customs of fraternities with young men who first attended military academies, but were expelled or dropped out. Some suggest that fraternity members, who formed societies to emulate organizations at the early Ivy schools wanted to also emulate pranks and traditions of hazing. Others simply suggest that hazing (servitude, pranks, etc.) results from the traditions and mystique of organizations that desire to be as elite and exclusionary.

Hazing Defined

According to the Fraternity Information and Programming Group (FIPG), hazing is defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law."

Examples of Hazing

The following are examples of hazing by category. It is impossible to list all hazing activities, so this list is not intended to be all-inclusive. Each pledge activity can be measured against the definition for each category.

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

1. Never doing anything with the pledge(s)
2. Calling pledge "pledgie" or any other demeaning name
3. Silence periods for pledges
4. Any form of demerits
5. Initiates writing progress reports on pledges
6. Requiring pledges to call members Mr., Miss etc.
7. Scavenger hunts for meaningless objects
8. Phone duty or house duties, if only assigned to pledges
9. Requiring pledges to carry Pledge Handbook or paddles everywhere to get signatures
10. Scaring pledges with what may happen at initiation
11. Deprivation of privileges

B. Harassment: Anything that causes mental anguish or physical discomfort to the pledge. Any activity or activity directed toward a pledge or activity which confuses, frustrates or causes undue stress.

1. Verbal abuse
2. Any form of questioning under pressure or in an uncomfortable position
3. Requiring pledges to wear ridiculous costumes or perform ridiculous activities
4. Requiring only pledges to enter by back door or go up back staircase
5. Stunt or skit nights/events with demeaning and/or crude skits and/or poems
6. Requiring pledges to perform personal service to actives such as carrying books, running errands, performing maid duties, etc.



SELECTED STATE LAWS ON HAZING

CALIFORNIA

EDUCATION CODE SECTION 32050-32051

32050. As used in this article, "hazing" includes any method of initiation or pre-initiation into a student organization or any pastime or amusement engaged in with respect to such an organization which causes, or is likely to cause, bodily danger, physical harm, or personal degradation or disgrace resulting in physical or mental harm, to any student or other person attending any school, community college, college, university or other educational institution in this state; but the term "hazing" does not include customary athletic events or other similar contests or competitions.

32051. No student, or other person in attendance at any public, private, parochial, or military school, community college, college, or other educational institution, shall conspire to engage in hazing, participate in hazing, or commit any act that causes or is likely to cause bodily danger, physical harm, or personal degradation or disgrace resulting in physical or mental harm to any fellow student or person attending the institution. The violation of this section is a misdemeanor, punishable by a fine of not less than one hundred dollars (\$100), nor more than five thousand dollars (\$5,000), or imprisonment in the county jail for not more than one year, or both.

COLORADO

18-9-124. **Hazing** - penalties - legislative declaration.

(1) (A) THE GENERAL ASSEMBLY FINDS THAT WHILE SOME FORMS OF INITIATION CONSTITUTE ACCEPTABLE BEHAVIOR, **HAZING** SOMETIMES DEGENERATES INTO A DANGEROUS FORM OF INTIMIDATION AND DEGRADATION. THE GENERAL ASSEMBLY ALSO RECOGNIZES THAT ALTHOUGH CERTAIN CRIMINAL STATUTES COVER THE MORE EGREGIOUS **HAZING** ACTIVITIES, OTHER ACTIVITIES THAT MAY NOT BE COVERED BY EXISTING CRIMINAL STATUTES MAY THREATEN THE HEALTH OF STUDENTS OR, IF NOT STOPPED EARLY ENOUGH, MAY ESCALATE INTO SERIOUS INJURY.

(B) IN ENACTING THIS SECTION, IT IS NOT THE INTENT OF THE GENERAL ASSEMBLY TO CHANGE THE PENALTY FOR ANY ACTIVITY THAT IS COVERED BY ANY OTHER CRIMINAL STATUTE. IT IS RATHER THE INTENT OF THE GENERAL ASSEMBLY TO DEFINE **HAZING** ACTIVITIES NOT COVERED BY ANY OTHER CRIMINAL STATUTE.

(2) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE REQUIRES

(A) "**HAZING**" MEANS ANY ACTIVITY BY WHICH A PERSON RECKLESSLY ENDANGERS THE HEALTH OR SAFETY OF OR CAUSES A RISK OF BODILY INJURY TO AN INDIVIDUAL FOR PURPOSES OF INITIATION OR ADMISSION INTO OR AFFILIATION WITH ANY STUDENT ORGANIZATION; EXCEPT THAT "**HAZING**" DOES NOT INCLUDE CUSTOMARY ATHLETIC EVENTS OR OTHER SIMILAR CONTESTS OR COMPETITIONS, OR AUTHORIZED TRAINING ACTIVITIES CONDUCTED BY MEMBERS OF THE ARMED FORCES OF THE STATE OF COLORADO OR THE UNITED STATES.

(B) "**HAZING**" INCLUDES BUT IS NOT LIMITED TO (I) FORCED AND PROLONGED PHYSICAL ACTIVITY; (II) FORCED CONSUMPTION OF ANY FOOD, BEVERAGE, MEDICATION OR CONTROLLED SUBSTANCE, WHETHER OR NOT PRESCRIBED, IN EXCESS OF THE USUAL AMOUNTS FOR HUMAN CONSUMPTION OR FORCED CONSUMPTION OF ANY SUBSTANCE NOT GENERALLY INTENDED FOR HUMAN CONSUMPTION; (III) PROLONGED DEPRIVATION OF SLEEP, FOOD, OR DRINK.

(3) IT SHALL BE UNLAWFUL FOR ANY PERSON TO ENGAGE IN **HAZING**.

(4) ANY PERSON WHO VIOLATES SUBSECTION (3) OF THIS SECTION COMMITS A CLASS 3 MISDEMEANOR.

SECTION 2. Effective date - applicability. This act shall take effect July 1, 1999, and shall apply to offenses committed on or after said date.

SECTION 3. Safety clause. The general assembly hereby finds, determines, and declares that this act is necessary for the immediate preservation of the public peace, health, and safety.



NEBRASKA

§ 28-311.06. Hazing, defined; penalty

(1) For purposes of this section and section 28-311.07:

(a) **Hazing** shall mean any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any organization as defined in subdivision (1)(b) of this section. Such **hazing** activity shall include whipping, beating, branding, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person; and

(b) Organization shall mean an organization of student members operating under the sanction of a postsecondary educational institution but shall not include the alumni organization or any corporation which owns the house or real estate of such organization.

(2) It shall be unlawful to commit the offense of **hazing**. Any person who commits the offense of **hazing** shall be guilty of a Class II misdemeanor.

(3) Any organization as defined in subdivision (1)(b) of this section whose members commit the offense of **hazing** in violation of the provisions of this section shall be punished by a fine of not more than ten thousand dollars.

NEVADA

1. A PERSON WHO ENGAGES IN HAZING IS GUILTY OF: (A) A MISDEMEANOR, IF NO SUBSTANTIAL BODILY HARM RESULTS.

(B) A GROSS MISDEMEANOR, IF SUBSTANTIAL BODILY HARM RESULTS.

2. CONSENT OF A VICTIM OF HAZING IS NOT A VALID DEFENSE TO A PROSECUTION CONDUCTED PURSUANT TO THIS SECTION.

3. FOR THE PURPOSES OF THIS SECTION, AN ACTIVITY SHALL BE DEEMED TO BE "FORCED" IF INITIATION INTO OR AFFILIATION WITH A STUDENT ORGANIZATION, PARTICIPATION IN THE ACTIVITY.

4. AS USED IN THIS SECTION, "HAZING" MEANS AN ACTIVITY IN WHICH A PERSON INTENTIONALLY OR RECKLESSLY ENDANGERS THE PHYSICAL HEALTH OF ANOTHER PERSON FOR THE PURPOSE OF INITIATION INTO OR AFFILIATION WITH A STUDENT ORGANIZATION, ACADEMIC ASSOCIATION OR ATHLETIC TEAM AT A HIGH SCHOOL, COLLEGE OR UNIVERSITY IN THIS STATE. THE TERM:

(A) INCLUDES, WITHOUT LIMITATION, ANY PHYSICAL BRUTALITY OR BRUTAL TREATMENT, INCLUDING, WITHOUT LIMITATION, WHIPPING, BEATING, BRANDING, FORCED CALISTHENICS, EXPOSURE TO THE ELEMENTS OR FORCED CONSUMPTION OF FOOD, LIQUOR, DRUGS OR OTHER SUBSTANCES.

(B) DOES NOT INCLUDE ANY ATHLETIC, CURRICULAR, EXTRACURRICULAR OR QUASI-MILITARY PRACTICE, CONDITIONING OR COMPETITION THAT IS SPONSORED OR APPROVED BY THE HIGH SCHOOL, COLLEGE OR UNIVERSITY.

NEW YORK

§ 120.16. Hazing in the first degree

A person is guilty of **hazing** in the first degree when, in the course of another person's initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury. **Hazing** in the first degree is a class A misdemeanor.

§ 120.17. Hazing in the second degree

A person is guilty of **hazing** in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person. **Hazing** in the second degree is a violation.



OHIO

The State of Ohio's Hazing Law is set forth in Section 2307.44 of the Ohio Revised Code. Any person who is subjected to hazing, as defined in division (A) of Section 2903.31 of the Revised Code, may commence a civil action for injury or damages, including mental and physical pain and suffering, that result from the hazing. The action may be brought against any participants in the hazing, any organization whose local or national directors, trustees, or officers authorized, requested, commanded, or tolerated the hazing. If the hazing involves students in a primary, secondary, or post-secondary school, university, college, or any other educational institution, an action may also be brought against any administrator, employee, or faculty member of the school, university, college, or other educational institution. If an administrator, employee, or faculty member is found liable in a civil action for hazing, then notwithstanding Chapter 2743. of the Revised Code, the school, university, college, or other educational institution that employed the administrator, employee, or faculty member may also be held liable.

The negligence or consent of the plaintiff or any assumption of the risk by the plaintiff is not a defense to an action brought pursuant to this section. In an action against a school, university, college, or other educational institution, it is an affirmative defense that the school, university, college or other institution was actively enforcing a policy against hazing at the time the cause of action arose.

Section 2903.31

(A) As used in this section, "hazing" means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person.

(B) (1) No person shall recklessly participate in the hazing of another. (2) No administrator, employee, or faculty member of any primary, secondary, or post-secondary school or of any other educational institution, public or private, shall recklessly permit the hazing of any person.

(C) No administrator, employee, or faculty member of any primary, secondary, or post-secondary school or of any other educational institution, public or private, shall recklessly permit the hazing of any person.

OREGON

163.197. Hazing.

(1) No fraternity, sorority or other student organization organized or operating on a college or university campus for purposes of participating in student activities of the college or university, nor any member of such an organization, shall intentionally haze any member, potential member or person pledged to be a member of the organization, as a condition or precondition of attaining membership in the organization or of attaining any office or status therein.

(2) As used in this section, "haze" means to subject a person to bodily danger or physical harm or a likelihood of bodily danger or physical harm, or to require, encourage, authorize or permit that the person be subjected to any of the following:

(a) Calisthenics; (b) Total or substantial nudity on the part of the person; (c) Compelled ingestion of any substance by the person; (d) Wearing or carrying of any obscene or physically burdensome article by the person; (e) Physical assaults upon or offensive physical contact with the person; (f) Participation by the person in boxing matches or other physical contests; (g) Transportation and abandonment of the person; (h) Confinement of the person to unreasonably small, unventilated, unsanitary or unlighted areas; (i) Assignment of pranks to be performed by the person; or (j) Compelled personal servitude by the person.

(3) Subsection (1) of this section does not apply to curricular activities or to athletic teams of or within the college or university.

(4) A fraternity, sorority or other student organization that violates this section commits a violation punishable by a fine of not more than \$1,000.

(5) A member of a fraternity, sorority or other student organization, who personally violates this section commits a violation punishable by a fine of not more than \$ 250.



TEXAS

The following Hazing Policy was passed by the Texas State Legislature relating to offenses related to hazing at or in connection with an educational institution.

1. "Educational institution" includes a public or private: 1. high school; or 2. college, university, or other postsecondary educational establishment.
2. "Pledge" means any person who has been accepted by, is considering an offer of membership from, or is in the process of qualifying for membership in any organization.
3. "Pledging" means any action or activity related to becoming a member of an organization.
4. "Student" means any person who: 1. is registered in or in attendance at an educational institution; 2. has been accepted for admission at the educational institution where the hazing incident occurs; or 3. intends to attend an educational institution during any of its regular sessions after a period of scheduled vacation.
5. "Organization" means a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, or service, social, or a similar group, whose members are primarily students at an educational institution.
6. "Hazing" means any intentional knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are students at an educational institution. The term includes but is not limited to: 1. any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity; 2. any type of physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other activity that subjects the student to an unreasonable risk or harm or that adversely affects the mental or physical health or safety of the student; 3. any activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance which subjects the student to an unreasonable risk of harm or which adversely affects the mental or physical health or safety of the student; 4. any activity that intimidates or threatens the student with ostracism that subjects the student to extreme mental stress, shame, or humiliation, or that adversely affects the student from entering or remaining registered in an educational institution, or that may reasonably be expected to cause a student to leave the organization or the institution rather than submit to acts described in this subsection; 5. any activity that induces, causes, or requires the student to perform a duty or task which involves a violation of the Penal Code. Sec. 4.52.

Personal Hazing Offense

1. A person commits an offense if the person:

1. engages in hazing;
 2. solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing;
 3. intentionally, knowingly, or recklessly permits hazing to occur; or
 4. has firsthand knowledge of the planning of a specific hazing incident involving a student in an educational institution, or firsthand knowledge that a specific hazing incident has occurred, and knowingly fails to report said knowledge in writing to the Dean of Students or other appropriate officials of the institution.
2. The offense of failing to report is a misdemeanor punishable by a fine not to exceed \$1,000, confinement in county jail for not more than 180 days, or both such fine and confinement.
3. Any other offense under this section which does not cause serious bodily injury to another is a misdemeanor punishable by a fine of not less than \$500 nor more than \$1,000, confinement in county jail for not less than 90 days nor more than 180 days, or both such fine and confinement.
4. Any other offense under this section which causes serious bodily injury to another is a misdemeanor punishable by a fine of not less than \$1,000 nor more than \$5,000, confinement in county jail for not less than 180 days nor more than one year, or both such fine and confinement.
5. Any other offense under this section which causes the death of another is a misdemeanor punishable by a fine of not less than \$5,000 nor more than \$10,000, confinement in county jail for not less than one year nor more than two years, or both such fine and confinement.
6. Except when an offense causes the death of a student in sentencing a person convicted of an offense under this section, the court may require the person to perform community service, subject to the same conditions imposed on community service probationers by Subdivision (1), Subsection (e), and subsections (c), (d), (g), (h) of section 10A. Article 42.12, Code of Criminal Procedure, for an appropriate period of time in lieu of confinement in county jail or in lieu of a part of the time the person is sentenced to confinement in county jail.

Sec. 4.53 Organization Hazing Offense

1. An organization commits an offense if the organization condones or encourages hazing or if an officer or any combination of members, pledges, or alumni of the organization commits or assists in the commission of hazing.
2. An offense under this section is a misdemeanor punishable by a fine of not less than \$5,000 nor more than \$10,000, or if a court finds that the offense caused personal injury, property damage, or other loss. The court may sentence the organization to pay a fine of not less than \$5,000 nor more than double the amount loss or expenses incurred because of such injury, damage, or loss.



Sec. 4.54 Consent Not a Defense

It is not a defense to prosecution for the offense under this subchapter that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Sec. 4.55 Immunity From Prosecution Available

In the prosecution of an offense under this subchapter, the court may grant immunity from prosecution for the offense to each person who is subpoenaed to testify for the prosecution and does testify for the prosecution. Any person reporting a specific hazing incident involving a student in an educational institution to the Dean of Students or other appropriate official of the institution is immune from liability, civil, or criminal, that might otherwise be incurred or imposed as a result of the report. Immunity extends to participation in any judicial proceeding resulting from the report. A person reporting in bad faith or with malice is not protected by this section.

Sec. 4.56 Offenses in Addition to Other Penal Provisions

This subchapter does not affect or repeal any penal law of this state. Nothing in this subchapter shall limit or affect the right of an educational institution to enforce its own penalties against hazing.

Sec. 4.57 Reporting by Medical Authorities

Treatment of a student who may have been subjected to hazing activities may be reported to police or other law enforcement officials. The doctor of medical practitioner so reporting shall be immune from civil suit or other liability that might otherwise be imposed or incurred as a result of the report, unless the report is made in bad faith or with malice.

Sec. 4.58 Publication of Subchapter

1. Each postsecondary educational institution shall cause to be published or distributed to each student during the first three weeks of each semester a summary of the provisions of this subchapter.
2. The institution shall publish or distribute in the same manner a list of organizations that have been disciplined for hazing or convicted for hazing on or off the campus of the institution during the previous three years.
3. If the institution publishes a general catalog, student handbook, or similar publication, it shall publish a summary of the provisions of this subchapter in each edition of that catalog, handbook, or similar publication.

Section 3 Sec. 4.19 Education Code is repealed

Section 4

If any provision of this Act or its application to any person, entity, or circumstances is held invalid, the invalidity does not affect other provisions or applications of this Act that can be given effect without the invalid provision or application, and to this end the provisions or applications of this Act that can be given effect without the invalid provision or application, and to this end the provisions of this Act are declared to be severable.

WASHINGTON

§ 28B.10.900. "Hazing" defined

As used in RCW 28B.10.901 and 28B.10.902, "**hazing**" includes any method of initiation into a student organization or living group, or any pastime or amusement engaged in with respect to such an organization or living group that causes, or is likely to cause, bodily danger or physical harm, or serious mental or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in this state. "**Hazing**" does not include customary athletic events or other similar contests or competitions.

§ 28B.10.901. Hazing prohibited -- Penalty

(1) No student, or other person in attendance at any public or private institution of higher education, or any other postsecondary educational institution, may conspire to engage in **hazing** or participate in **hazing** of another.

(2) A violation of this section is a misdemeanor, punishable as provided under RCW 9A.20.021.

(3) Any organization, association, or student living group that knowingly permits **hazing** is strictly liable for harm caused to persons or property resulting from **hazing**. If the organization, association, or student living group is a corporation whether for profit or nonprofit, the individual directors of the corporation may be held individually liable for damages.

§ 28B.10.902. Participating in or perm



Is it Hazing? – A Questionnaire

The following items describe possible aspects of new member education or pledging activities. Place an “x” next those items/activities you would most likely describe as hazing.

- ___ Having new members (new members only) do the dishes after meals.
- ___ Kidnapping new members and/or members for a ransom or scavenger hunt.
- ___ Telling a new member or pledge that they will not likely be initiated.
- ___ Pushing or shoving new members.
- ___ New members awakened during the night, quized and/or harassed.
- ___ Quests, treasure hunts or scavenger hunts.
- ___ Late work sessions which interfere with scholastic activities.
- ___ Physical and psychological shocks.
- ___ Public stunts.
- ___ New members given shots of alcohol, and then told they don't have to drink it if they don't want to.
- ___ New members engaged in drinking games with actives.
- ___ Calisthenics, sit-ups and push-ups.
- ___ Keeping information concerning new member activities and requirements from new members.
- ___ Running stairs while reciting material.
- ___ Runs for the sake of creating “unity.”
- ___ Having new members interview members.
- ___ Yelling and screaming at new members during line-ups and other organizational activities.
- ___ Telling new members they have failed to fulfill their responsibilities when they actually have.
- ___ Messing up the organization's area (house, office, etc.) before or after the new members are made to clean the area.
- ___ New members booed or demeaned when they error.
- ___ Forcing new members to wear uncomfortable or embarrassing clothing.
- ___ Not providing new members an opportunity to receive at least eight hours of sleep.
- ___ Paddling.



MYTHS & FACTS ABOUT HAZING

Myth: Hazing is a problem for fraternities and sororities primarily.

Fact: Hazing is a societal problem. Hazing incidents have been frequently documented in the military, athletic teams, marching bands, religious cults, professional schools and other types of clubs and/or, organizations. Reports of hazing activities in high schools are on the rise.

Myth: Hazing is no more than foolish pranks that sometimes go awry.

Fact: Hazing is an act of power and control over others --- it is victimization. Hazing is pre-meditated and NOT accidental. Hazing is abusive, degrading and often life-threatening.

Myth: As long as there's no malicious intent, a little hazing should be O.K.

Fact: Even if there's no malicious "intent" safety may still be a factor in traditional hazing activities that are considered to be "all in good fun." For example, serious accidents have occurred during scavenger hunts and kidnapping trips. Besides, what purpose do such activities serve in promoting the growth and development of group team members?

Myth: Hazing is an effective way to teach respect and develop discipline.

Fact: Respect must be EARNED--not taught. Victims of hazing rarely report having respect for those who have hazed them. Just like other forms of victimization, hazing breeds mistrust, apathy and alienation.

Myth: If someone agrees to participate in an activity, it can't be considered hazing.

Fact: In states that have laws against hazing consent of the victim can't be used as a defense in a civil suit. This is because even if someone agrees to participate in a potentially hazardous action it may not be true consent when considering the peer pressure and desire to belong to the group.

Myth: It's difficult to determine whether or not a certain activity is hazing--it's such a gray area sometimes.

Fact:: It's not difficult to decide if an activity is hazing if you use common sense and ask yourself the following questions:



WHY HAZING DOESN'T WORK

Listed below are some of the traditional hazing practices and the negative consequences they are likely to produce. If you need reasons why hazing is inappropriate, the following should help:

Note: Various terms have been introduced to replace the term "pledge" which is most commonly associated with hazing practices. Some of these alternatives include "new member," "associate member," etc. The term "pledge" is used in the following description because it remains a commonly used and easily identifiable term.

Activity	Purpose	Potential Consequences
<p>Push-ups, shouting, and/or public embarrassment - used individually.</p>	<p>Generally used for disciplinary purposes – to punish or "shape up" pledges (new members etc.) who are perceived to be dragging down the group or have been disrespectful.</p>	<p>a. Can lead to a temporary suppression of the problem. Once the pledge is initiated, will s/he continue to perform in the best interests of the chapter? In most cases, when the kick in the rear end stops, so will the work.</p> <p>b. Will not allow the cause of the problem--if one exists, to surface. At times the pledge has a legitimate complaint which would be in the chapter's best interest to hear.</p> <p>c. Could lead to the voluntary de-pledging of an individual who might otherwise become one of the top members of the chapter, this being a loss no chapter can afford.</p> <p>d. Possible physical injury - many people have physical weaknesses of which sometimes even they are unaware. If injury occurs, current officers, the university, and the organization can be sued and held liable.</p>
<p>The same activities described in Part I, but used on the pledge class as a whole.</p>	<p>As a disciplinary exercise for the pledge class as a whole.</p>	<p>In addition to all those listed above under Part I:</p> <p>a. Can create the attitude that pledgship is a hardship, not an educational period, and that initiation is the end of one's work for the organization instead of the beginning. This can create a general lack of participating and/or interest in the membership.</p> <p>b Can lead to the dissatisfaction and possible de-pledging of individuals opposed to this type of discipline. These can, oftentimes, be some of the top individuals.</p>
<p>Excessive physical or mental demands, on the pledge group as a whole.</p>	<p>To instill pledge class unity.</p>	<p>a. In addition to the same negative reactions noted in Part 11, this system can be so successful in instilling pledge group unity that, in fact, four separate units are created within the chapter, and a true chapter does not exist.</p>
<p>Pre-initiation or "Hell" weeks with strenuous and excessive programs and events, physical and mental.</p>	<p>a. To create a climax to the pledge program, and develop a true appreciation of initiation.</p> <p>b. To unify the pledge class for the last time.</p>	<p>a. The pledge is in fact glad to be initiated, not so much for the honor of the event, but for the right to be finished with the work. In this instance, the climax really arrives when the pre-initiation week ends, not when initiation begins. This is another way of strengthening the idea, that, "Boy, I'm glad pledgship is over because now my work ends" instead of the realization that this is just the beginning of one's commitment to chapter membership.</p> <p>b. In programs with a lack of sufficient sleep and strenuous activities designed to make the pledge less cognizant of what is really happening, the new initiate can be robbed of the true meaning and appreciation of the formal ceremony. Also, as scholarship is supposed to have priority, these programs can in fact be very detrimental to one's academic achievement.</p> <p>c. If the chapter needs this week to unify its pledge class, it points to a flaw in the regular pledge program, as this should already have been accomplished.</p>



A trend in pledge programs has taken on the approach of “membership development” programs that begin with pledging – but never end.

TRADITIONAL PLEDGE PROGRAM

Emphasis is on the group

Attitude of “what’s good for one is good for all.” Equal/same treatment based primarily on tradition and the convenience of chapter members.

Pledge class unity is stressed

The chapter makes a “big deal” out of the pledge class as a unit, requiring and encouraging group pranks, projects, etc. Meetings, discussions, and goals are separate from those of actives. In many cases, chapters develop a “class” system within all aspects of chapter operations.

Pledges participate in pledge activities

New members are “sheltered” or “protected” from participation in chapter decision-making, and goal setting, for fear they can’t “handle it” or that it might “scare them away.”

The Pledge Educator is responsible for the success of the pledges

After rush, active members generally dust their hands of responsibility for new members, and the pledge trainer is left alone to prepare and enculture the new members.

Pledge lessons are characterized by memorization

Pledges are expected to answer questions about dates, names, places, etc.

Growth and learning end with initiation

Initiation signals “you’ve finally arrived, you’ve made it.” Somehow, scruff pledges miraculously turn “cool” and are “acceptable” overnight.

Prime motivators are fear and intimidation

Anyone can adjust behavior, resist from challenging authority, and memorize facts out of fear. These tactics have good short term results, but do not last (and usually lead to resentment).

MEMBERSHIP DEVELOPMENT

Emphasis is on the Individual

Each person is considered to be unique – having different values, needs, goals, talents, and skills. Each new member is assessed individually, identifying talents and weaknesses as they relate to the chapter as a whole.

Chapter Unity is Stressed

Pledges already have so much in common that they will naturally be attracted to one another. The real challenge is to integrate them with the chapter.

New Members are drawn into "whole chapter" activities

If the purpose of a pledge program is to create good brothers, then helping new members get to know what the rights, responsibilities, and realities of being a member become a priority.

Responsibility for the success of the new members falls on each and every member

Each chapter member exercises their right to vote to accept new members, thus, is responsible for helping throughout the assimilation process. The size of a new member class may actually be determined by the number of members who are willing to accept this responsibility.

The goal of new member lessons is to understand and be able to apply what they learn

Lessons center on skill development and applying knowledge to performing tasks more effectively.

Development continues for the duration of the affiliation

Lifelong learning has meaning.

Prime motivators are pride, acceptance, understanding, and the emergence of self-respect and confidence

Brothers are responsible for setting a good example for the new members. Expectations are explained and established early and individual-based assessments are conducted on a regular basis.



DEVELOPING A SUCCESSFUL NEW MEMBER EDUCATION PROGRAM

Things to Remember. . .

- Align program with organization's mission and values.
- Establish significant, measurable goals and objectives.
- Establish goals and objectives based on the needs and skills of new members.
- Involve organizational leaders.

Goals of a New Member Education Program

- **Educate new members on organization and structure of University's Greek system and on the relationship between the institution and Greek organizations**

Invite the Panhellenic/IFC President and/or Advisor to speak to the Greek system, covering the purposes of the Council, the regulation they formulate, and their goals and expectations of the Greek system. The National Panhellenic Conference and National Interfraternity Council could be explained.

Invite the Panhellenic Advisor or President to answer questions about the Greek community.

Encourage participation in Jr. IFC/Panhellenic. If there is not one, initiate its development.

- **Educate new members on important organizational policies, including its mission statement, statement of principles, expectations of membership, history and traditions, etc.**

Invite older alumna to talk about the chapter's early days, its founding, special chapter traditions, and prominent alumnae.

Educate new members about organization's history and traditions

Visit your National headquarters. Visit an area or national officer.

Familiarize new members with National policies.

Have new members meet with chapter consultant during their visit.

- **Develop chapter unity of new members and actives.**

Have pledges work together on a community service project, pledge class plans, and implements a chapter room improvement project, pledges plan a social or athletic event with another sorority pledge class.

Go to church together.

Involve pledges on chapter committees, hold pledge/big sister sports events with mixed teams of pledges and actives, and have active chapter/pledge class retreat. Clean the chapter room together.

Plan a project to improve the chapter home.

Plan special events when the entire chapter gets together to attend a movie, play, or church service. For women, plan a "sisterhood circle" when actives and pledges participate in a candlelight service in which each woman expresses what her sorority means to her.

Get to know your Chapter Advisor!

Baby-sit children of area alumnae/i.

Encourage new members to join a chapter committee.



- **Promote unity within Greek community.**

Have a pledge classes get together to plan joint sorority social or service activities; pledge class plans social or service project with fraternity pledge class, followed by a sports activity (softball, volleyball, etc.).

Plan a cook-out with another sorority/fraternity new member class, followed by a softball or football game.

- **Develop leadership skills and personal development of new members.**

Take advantage of university academic and tutoring services, designate quiet hours on your social halls, invite university speakers to discuss test-taking skills, study methods, etc.

Invite a faculty member to dinner or a particular event.

Stress academics by offering seminars on study skills, testtaking, etc.

Have pledges discuss chapter weaknesses such as poor rush, apathy, and poor scholarship, and plan solutions which the active chapter may then adopt.

Have someone hold a seminar on table etiquette and other social graces; plan a seminar with college resources on effective communication skills and, body language, eye contact, and other aspects of communicating.

Assign each new member to a chapter committee. Expect the pledge class to plan and implement its own activities. Encourage participation in campus activities outside of the chapter.

Encourage participation in campus activities.

Encourage participation in leadership sessions on your campus.

Use college resources for seminars on resume writing, job interviewing; invite different alumnae to speak on different careers.

- **Promote individual involvement in campus community.**

Visit a nursing home or youth center to sing, play games, or just talk; get involved with Project Uplift or other Big Sister/Brother groups. Such involvement may well continue after initiation.

Sponsor a blood drive with the Red Cross. Invite other chapters' new member classes to participate.

Inform new members of cultural events on your campus.