

**OKLAHOMA STATE UNIVERSITY
MEN'S AND WOMEN'S FRATERNITY
HAZING CODE**

I. Introduction and General Principles

The Oklahoma State University "Statement on Student Rights and Responsibilities" clearly establishes that hazing shall not be permitted by University students or any of its affiliated organizations. The specific University policy concerning the subject of hazing is as follows:

Violations for which students are subject to disciplinary actions shall include individual or group conduct which results in disturbance or distress to others or which causes defacement, damage, or destruction to property. These abuses include any actions, activities, or situations intentionally created to produce unnecessary and undue mental and physical discomfort, humiliation, harassment, ridicule, excessive fatigue, interference with scholarship or personal lives, or exposure to situations wherein one's physical or mental well being may be endangered. This includes but is not limited to hazing of fellow students. (Student Survival Handbook, "Statement on Student Rights and Responsibilities," 3.C, p. 80, 1986.)

The OSU Men's and Women's Fraternity Hazing Code has been developed and adopted by the OSU Interfraternity and Panhellenic Councils to further clarify the University's policy against hazing and to guide the actions of its members and chapters to assure that hazing does not occur. This document is based on the following principals to which all chapters, and its members, pledges, and associates are expected to comply:

- A. Hazing in any form is not allowed at Oklahoma State University.
- B. All University students are expected to conform to all local, state, and federal laws and all duly constituted University regulation.
- C. All member chapters and individuals of the OSU Fraternity and Sorority systems are expected to adhere to the constitution, by-laws and policies of their National organizations and of the Interfraternity and Panhellenic Councils, respectively.
- D. Persons who desire to associate with fraternity or sorority chapters through pledgeship, associate membership, or active membership should be allowed to do so, without being subjected to intentional, malicious and undue mental and physical discomfort, humiliation, harassment, or ridicule, or fatigue; without interference with their scholastic commitments; and without intentional exposure to physical or mental harm.
- E. The privileges of membership in a fraternity or sorority at OSU are gained through the fulfillment of established, well-planned pledge education and initiation requirement and not through abuse, menial tasks, or harassment.

II. Code Requirements

The following requirements of this code are consistent with the principles stated above, and are to be adhered to by all chapters and individuals affiliated with the OSU Greek System. They are not intended to be all inclusive, but are to be used in conjunction with University and national policies and established laws in judging whether or not actions of individuals and/or chapters are in accordance with the policy prohibiting all forms of hazing. Any violation of this code will be deemed hazing, and violators shall be subject to disciplinary action in accordance with established University Policies and Procedures.

- A. No activities shall be required of a pledge/associate or member during his/her class or assigned laboratory times.
- B. No pledge/associate or member ditches, kidnaps, take-outs, shall be permitted.
- C. No acts of personal servitude shall be required of a pledge/associate or member.
- D. No activities involving pledges/associates (either as a class or as individuals) may occur between the hours of 12:01 a.m. and 6:00 a.m., Monday through Friday. NOTE: Examples of this requirement include, but are not limited to, all forms of house cleanings, pre-initiation, and initiation activities.
- E. For chapters who require attendance at a proctored study session, no more than sixteen hours per week shall be required of a pledge/associate or member, excluding make-up hours.
- F. Advisory sessions may be held to constructively educate and critique the progress of a pledge/associate class; however, all such sessions must be monitored by the chapter president, pledge educator, or advisor. Their duration must be of a reasonable length and must conform to all of the standards of this code.
- G. No activities shall be sponsored, required, or otherwise encouraged, which will intentionally endanger the safety of pledges/associates or members.
- H. No malicious or offensive physical contact or excessive exercise of pledges/associates, by members or alumni, and vice versa, shall be permitted. This shall include paddling, thumping, pushing, shoving, grasping, calisthenics, or any other form of abusive, excessive, or offensive physical action.
- I. No controlled substances (drugs, alcohol, etc.) will be provided for, suggested to, or forced upon any pledge/associate or member at any time or place.
- J. There shall be no psychological hazing. Psychological hazing shall be defined as follows:
 - 1. Any act or situation which is likely to cause a pledge/associate or a member to be the object of amusement or ridicule, or

2. any act or situation which is likely to cause a pledge/associate or member to be unreasonably humiliated or shamed, or
3. any act or situation which is likely to cause extreme psychological harm or strain to a pledge/associate or a member, or
4. forcing pledges/associates or members to partake in demeaning behavior

K. Pre-initiation and initiation activities must conform to all of the standards included in this code, as well as to all standards established by the respective national organization.

III. Implementation and Adherence to the Hazing Code

A. Before the beginning of each semester the Chapter President shall submit, for approval, a written statement of all activities associated with a pledge/associate program to the alumnus and chapter advisors of each chapter. A signed "Alumnus Approval Form" and written pledge program shall be reviewed for compliance with University policies and kept on file by the University's Greek Life Coordinator(s).

B. Educating Pledges/Associates and members Concerning Anti-Hazing

1. *Men's Fraternities:* Pledges/associates shall be informed of their freedoms and duties as members of a Greek system in which hazing is prohibited. At the first of every Fall and Spring semester, a pledge orientation meeting is held for all chapter pledge classes. This is a required meeting. Copies of this code will be provided for all pledge/associates at this meeting. Each provision of this Code will be explained at this time by the Coordinator of Greek Life and the Interfraternity Council President. This meeting will take place during the first two weeks of each semester. Chapter officers are also provided with copies of the Code. At their own discretion, chapters may also use the contents of this Code for Summer and/or Fall rush.

2. *Women's Fraternities:* Pledges/associates shall be informed of their freedoms and duties as members of a Greek system in which hazing is prohibited. The Panhellenic Executive Council and the Panhellenic Advisor shall inform pledges of the specific provisions of the hazing policy by meeting with each sorority pledge class separately. The Panhellenic Executive Officers and the Panhellenic Advisor shall read the hazing code to the new pledge class and answer questions. The pledges will be informed of the procedures concerning a hazing complaint and the appropriate steps that should be taken if they feel they have been hazed. Copies of the hazing code will be provided for the pledges by the chapter. No more than four of the appropriate chapter officers and the chapter advisor shall be allowed to attend the session with the pledges. All of the orientation sessions shall be completed with the first two weeks of each semester.

3. Each pledge/associate/member is required to read and sign his/her name to a certificate of acknowledgment which signifies that he/she has read and understands the contents of this Code. This is required to be submitted to the Office of Greek Life by the third week of each semester.

IV. Procedures for Handling Violations

A. For purposes of establishing that a possible violation of the Hazing Code has occurred, only one of the following two circumstances need occur. They are:

1. Charges of possible violation(s) may be brought forth by any person who observes, or has reasonable cause to suspect, inappropriate behavior and/or hazing. Such cases will be judged on their merits. Decisions will be based upon evidence, including statements and testimony. Should sufficient cause be documented, the case will be referred for disposition to the appropriate University judicial body.

2. In cases where an individual reports being the victim of an act of hazing, and where the circumstances warrant, judicial boards and university reviewers will weight the merits of the charge, degree of severity, and any appropriate corrective actions for code violations. In such cases it is not the intent of the act which matters, but the degree of discomfort, either mental or physical, which is reported that will be given substantial consideration. This principle acknowledges that human tolerances vary greatly from individual to individual. Enjoyment for some may cause pain in others. For purposes of complaint adjudication, it is hazing if the recipient of any act, no matter how well intended, substantially experiences the discomforts that are defined, clarified, and prohibited by this Hazing Code.

B. *For Men's Fraternities:* Allegations of hazing will be handled in accordance with established University and respective Greek Council processes and procedures. The appropriate national organization will be notified immediately.

C. *For Women's Fraternities (Sororities):* Alleged violations of this code will be addressed by the Panhellenic Advisor and then the Panhellenic Council Judicial Board, in accordance with established disciplinary procedures. The appropriate national organization will be notified immediately.

D. All cases of alleged hazing shall be acted upon using established disciplinary review, notification, and judicial procedures. Where a violation is found, appropriate penalties will be administered. Possible penalties can be found in the Student Rights and Responsibilities, and in the Interfraternity Council and Panhellenic Council Constitution and By-Laws.

Note: Any subsequent changes or amendments to this Code must be discussed with the officers of IFC/Panhellenic and approved by the Vice-President of Student Services.

APPROVED: Vice-President for Student Services

Date

APPENDIX I BEHAVIORAL EXAMPLES OF HAZING

1. Encouraging pledges to take sneaks or retreats, then making the pledges negatively bear the consequences of taking the sneak or retreat when they return.
2. Requiring of pledges or members any unusual dress, or dress not appropriately for the occasion.
3. Enforcing periods of silence that are not prescribed by national policy and which cause mental and/or physical duress.
4. Frightening pledges about events of initiation week.
5. Forced consumption of any food or beverage.
6. Requiring pledges to answer the telephone in a different manner than the manner in which members answer it.
7. Addressing pledges/associates by phrases that imply inferior status.
8. Requiring pledges to carry comfort items such as pens, matches, or coins.
9. Requiring pledges to memorize irrelevant information about a member or members.
10. Requiring pledges or members to, either individually or as a group, recite information or sing songs on request that are not a constructive part of the fraternity education program.
11. Requiring pledges or members to enter the chapter house through a specific or requiring pledges or members to use a specific staircase.
12. Suggesting to a pledge or a member that he/she consume any amount of alcohol.
13. Throwing, applying, or pouring eggs, paint, honey, water, or any other substance onto the body of a pledge or a member.
14. Demeaning activities such as “sound-offs” or “fry-like-bacon.”
15. Signature appointments where any activity takes place or questions are asked that do not serve the direct purpose of the pledge and member becoming better acquainted in a constructive manner.
16. Requiring participants in men’s or women’s fraternity events not in accordance with chapter by-laws.

17. Requiring pledges who wear anything other than a pledge pin or pledge ribbon to identify pledge status.
18. The use of blindfolds unless they are a part of the initiation service as prescribed by the ritual of the chapter.
19. Assigning, suggesting, or endorsing pranks such as stealing, including from men's or women's fraternities.
20. Allowing other men's women's fraternities to have control over chapter pledges or members.

APPENDIX II

**ALUMNUS APPROVAL FORM
OF MEN'S AND WOMEN'S FRATERNITY
PLEDGE PROGRAM**

I, _____ and I,
_____, alumnae advisors of
_____ Chapter of _____
fraternity/sorority have reviewed and approved all of the details of the chapter's pledge
activities.

Signed _____ Date _____

Signed _____ Date _____

The alumnus Approval Form must be signed by two alumnae advisors of the chapter, then filed at the Office of Greek Life before the beginning of each semester.