

KANSAS STATE UNIVERSITY INTERFRATERNITY & PANHELLENIC COUNCILS

ANTI-HAZING POLICY

Kansas State University Greek Affairs defines hazing as:

Any instance of physical abuse, psychological abuse, or improper obligations, requirements, or time restrictions associated with or involving new members (commonly known as pledge/associate members) or their activities or associated with or involving any improper continuing obligation for membership. Violations described below shall therefore be understood to be incidents of hazing.

Meeting and Time Restrictions (General Program Restrictions)

All students at Kansas State University are recognized to have academic and collegiate obligations which must not be unduly restricted or constrained. Examples of improperly restrictive time requirements include but are not limited to the following:

- Any activity or requirement which is so time consuming as to significantly interfere with class work or study time. This includes but is not limited to pre-initiation and initiation periods.
- Conducting a new member-related activity between the hours of twelve midnight and 6:00 a.m. Monday through Friday.
- Permitting less than six continuous hours of sleep for pledge/associate members each night between 12 a.m. and 9 a.m.
- Conducting any non-academic pledge/associate activity within one complete week prior to final examinations each semester.

Physical Abuse

Physical abuse is understood to be any action taken or situation created which may foreseeably cause pain, injury, or undue physical stress, fatigue, or discomfort. Examples of physical abuse include but are not limited to the following:

- Forced or required consumption of alcoholic or non-alcoholic beverages or substances
- Forced or required consumption of spoiled foods, raw onions, goldfish, or any unpalatable foods which an individual refuses to eat
- Dropping food such as eggs, grapes, liver, etc. in mouths
- Calisthenics, such as push-ups, sit-ups, or runs
- Tying individuals to chairs, poles, or other objects
- Simulated or actual branding
- Causing excessive fatigue through physical or psychological shocks, such as forced participation in extreme exercise beyond normal ability
- Paddle swats of any nature, including the trading of swats with actives
- Pushing, shoving, tackling, or any other kind of physical abuse
- Throwing anything, such as whipped cream, garbage, water, paint, etc. at an individual

Psychological Abuse

Psychological abuse is understood to be any action taken or situation created which may foreseeably produce embarrassment, ridicule, harassment, mental or emotional discomfort, or be threatening or frightening in nature. Examples of psychological abuse include but are not limited to the following:

- Line-ups, any form of verbal abuse, or any other activity which serves no constructive purpose
- Deception of new members prior to the ritual which is designed to convince a pledge/associate member that he will not be initiated or that he will be hurt during the ritual ceremony
- Yelling or screaming at pledge/associate members
- Calling pledge/associate members demeaning names (scum, etc.)
- Playing extremely loud music, music repeated continuously, or any other audible harassment
- Any individual or group interrogations of a negative or demeaning nature
- Creating rooms or areas that are uncomfortable due to temperature, noise, size, or air quality

Improper Requirements or Obligations

All membership requirements or obligations must in some way enhance the individual's emotional, spiritual, or intellectual development. Examples of improper requirements or obligations include but are not limited to the following:

- Assigning or endorsing pranks such as party-raids, harassing another organization, etc.
- Assigning or endorsing an activity that is illegal or unlawful, that would constitute theft, burglary, or trespassing, or that would be morally objectionable to an individual
- Defacing trees, grounds, buildings, or objects
- Conducting quests, treasure hunts, scavenger hunts, paddle hunts, big sister hunts, or little sister hunts that include illegal activity, physical abuse, or psychological abuse.
- Requiring pledge/associate members to march in formation
- Carrying items such as coconuts, helmets, swords, burlap bags, shields, paddles, rocks, dog collars, bricks, etc.
- Assigning or endorsing the wearing of apparel which is conspicuous and not normally in good taste
- Requiring or endorsing the pledge/associate members to yell or chant when entering or leaving the chapter house
- Requiring memorization of non-fraternity related materials
- Not permitting pledge/associate members to talk for extended amounts of time
- Assigning or endorsing public stunts or buffoonery
- Requiring or encouraging pledge/associate members to act like animals or other objects
- Intentionally messing up the house or a room for pledge/associate members to clean
- Requiring or encouraging total or partial nudity at any time
- Requiring or encouraging pledge/associate members to run personal errands or any other form of personal servitude
- Requiring or encouraging pledge/associate members to participate in the act of flouring and/or showering other members

RESPONSIBILITIES

1. Any person (pledge/associate member, active member, guest, alumni/ae, university staff/faculty member) suffering or witnessing a hazing abuse must report the incident(s) to appropriate Greek Affairs officials.
2. The appropriate chapter officer (president, pledge/associate educator, etc.) must approve all new member-related activities prior to the event.
3. Membership-related activities should be kept within the properly reserved space. The activity must not interfere with the rights and activities of others, and should always reflect the best interest of the members of the chapter it represents and the university community as a whole.
4. All chapters which are members of the Interfraternity or Panhellenic Councils and their individual members will abide by this policy.
5. Chapters shall be held responsible for any action or situation in violation of this policy, whether incurred by pledge/associate, active, alumni/ae, or guest.

6. Any reprisal or threat of reprisal taken against a person for reporting a violation of this policy shall be considered a violation of this policy, even if the chapter is found innocent of the initial alleged charge.
7. Any violation of this policy shall be reported. IFC and Panhellenic will have the responsibility to determine violations and shall choose from a broad array of possible sanctions those appropriate to the misconduct.

IMPLEMENTATION

1. The officers, principally the President of each chapter, are responsible for informing members (pledge/associate members, active members, alumni/ae, and guests) of the above policy. The policy shall be read by the President to the membership at the first chapter meeting of each semester and shall be posted in a prominent place for the members to see for no less than two weeks at the beginning of each semester.

2. Any individual or group who wishes to discuss with Greek Affairs officials any questionable activities which may be in violation of this policy shall have complete anonymity if so desired until or unless that individual or group decides to file formal charges.

3. The chapter is responsible for any group or individual activity determined to be a violation of this hazing policy. Violations may result in University, Greek Affairs, and/or legal action.

4. In all cases of alleged violations of this policy, faculty and alumni/ae advisors will be notified of the alleged violations. In addition, the international/national headquarters of any chapter which allegedly violates this policy will be notified of the alleged violations.

5. According to the IFC Constitution (Article III, Section 304), the judicial powers and authority of the IFC shall be vested in the Board of Directors. The Board of Directors may investigate and judge charges of members of the IFC involving the alleged infractions of University or IFC policies.

6. According to the Panhellenic Constitution (Article V, Section D), the judicial powers and authority of the Panhellenic Council shall be vested in the Panhellenic officers. They may investigate and judge charges of members of the Panhellenic Council involving the alleged infractions of University or Panhellenic policies.

7. The Interfraternity and Panhellenic Councils will evaluate each case on its own individual merit.

8. In the event that formal written charges are brought against a chapter for violating the provisions contained herein, they shall be entitled to notice, hearing, and appeal in accordance with those rules outlined in the hearing procedures.

Revised 3/18/91 and 4/25/94
Reaffirmed 11/30/98
Last Reaffirmed: 4/25/05

GREEK AFFAIRS

KANSAS STATE UNIVERSITY

HAZING COMPLIANCE FORM

All fraternities and sororities must file this form with the office of the Advisor for Greek Affairs by September 15th and January 30th of each year to certify recognition of and compliance with the Greek Affairs Hazing Policy. Any chapter not filing this form will face disciplinary action. It will be the chapter's responsibility to see that this form is signed after each election or new appointment of certifying officers; the preceding document remains in effect until a new one is filed.

In an effort to help every member understand the importance of this policy, chapter presidents are strongly encouraged to ask all new members and initiates to sign the compliance form. Although signatures from all members are not required, members may feel a stronger sense of responsibility if they are asked to sign.

HAZING AGREEMENT

We, the undersigned, have read and understand the Greek Affairs Hazing Policy. We verify that it has been read to both the active chapter and the entire pledge/associate class and that a copy of this policy has been posted within the chapter for at least two weeks (after its reading by the President) for all members to review. We understand and have stressed that this policy was developed through the work of fellow undergraduate fraternity/sorority members and that it can and will be enforced by the IFC Board of Directors and the Panhellenic officers in accordance with the Interfraternity and Panhellenic Councils' Constitutions and Bylaws. All activities sponsored or required by our chapter are within the provisions of this policy.

Chapter

Chapter President

Date

Pledge/Associate Member Educator

Date

Representative of Pledge/Associate Class

Date

The signing of this policy was witnessed by our chapter advisor.

Chapter Advisor

Date