

**Rutgers University-New Brunswick
Office of Fraternity and Sorority Affairs
Hazing Policy**

Philosophy

The Greek community believes that true brotherhood and sisterhood is nurtured in an atmosphere of social and moral responsibility, respect for duly constituted authority, and commitment to the objectives of higher education. Furthermore, students engaging in hazing activities may subject themselves to criminal penalties. Therefore, a fraternity or sorority program which includes hazing is contrary and detrimental to the purpose of the University, the education and personal development of its students, and thus, has no place within the University and Greek community.

Implementation

1. The student officers, primarily the President and New Member Educator, are responsible for informing members (pledges, new members, associate members, affiliates, guests) of this policy. The policy will be read by the President at the first meeting of the organization each semester and by the New Member Educator at the first new member/associate member meeting of the semester.
2. All chapters must file the Hazing Compliance Form by the date designated on the Greek Calendar.
3. All New Members will receive a copy of this Hazing Policy along with the NJ Pledges Bill of Rights.
4. Any allegations that a chapter has engaged in hazing activities will result in an investigation of the matter by the Office of Student Conduct. All new member/associate member activities will be suspended pending the outcome of the investigation.
5. In all cases of alleged violations of this policy, alumni and national/international headquarters of the organization will be notified.
6. Individuals involved in alleged acts of hazing and/or individual officers who knew of or should have known of these activities may also face charges pursuant to the University Code of Student Conduct.

Definition

Hazing is defined as any action or situation which includes any mental or physical requirement, request or obligation placed upon any person (pledge, new member, associate member, member, affiliate, guest) which could cause discomfort, pain, fright, disgrace, injury or which is personally degrading or which violates any federal, state, local statute or University policy. Any activity described in this definition upon which the initiation, or admission into, or affiliation with, or continued membership in an organization is directly or indirectly conditional, shall be presumed to be "forced" activity.

1. No person shall recklessly participate in the hazing of another.
2. No student or advisor shall knowingly permit the hazing of another.
3. No student or advisor shall fail to report hazing.
4. The negligence or consent of the student/participant or any assumption or risk by the student/participant is not a defense to any action brought pursuant to this policy.

Enforcement

Enforcement of the definition shall include, but not be limited to, the following:

- 1) The New Member Registration Form must be filed with OFSA by the date designated on the Greek Calendar.
- 2) The New Member Educator, a member of the New Member Education Committee or the Chapter President must be in attendance at all new member functions.
- 3) The President and/or the New Member Educator must approve all activities planned for new members.
- 4) The maximum length of the New Member program is six weeks.

- 5) Weekly new member activities (meetings, activities, projects, study hours, ceremonies, etc.) may not exceed ten hours (over a seven day period).
- 6) All new member activities, which are non-academic in nature, must end by the date published in the Greek Calendar.
- 7) Actions and activities which are EXPLICITLY PROHIBITED include, but are not limited to the following:
 - a) Forcing, requiring or endorsing new members/associate members to drink alcohol or any other substance and/or providing such alcohol or other substance;
 - b) The use of alcohol in any form or quantity during any new member activity (meetings, big/little reveal, big/little celebrations, initiation, etc.);
 - c) Calisthenics (sit-ups, push-ups and runs);
 - d) Branding and tattooing;
 - e) Pushing, shoving, punching, whipping, beating, tackling or any other physical abuse;
 - f) Line-ups of any nature;
 - g) Throwing anything (garbage, water, paint, etc.) at an individual;
 - h) Any form of paddling, physical abuse, psychological abuse, deception or shocks;
 - i) Requiring individuals to walk or march in formation of any kind;
 - j) Publicly wearing apparel which is conspicuous and not normally in good taste (uniforms, head apparel, boots/shoes, etc.);
 - k) Requiring individuals to delete or disable social media accounts during the new member period;
 - l) Not permitting individuals to speak for extended periods of time and/or forced exclusion from social contact;
 - m) Preventing individuals from contacting parents, family or friends via phone or social media
 - n) Preventing any person from practicing personal hygiene;
 - o) Any activity which interferes with an individual's scholastic pursuits (class attendance, preparation, study time, etc.)
 - p) Forced consumption of food or other substances;
 - q) Theft, defacement or destruction of private or public property
 - r) Conducting unauthorized scavenger hunts, treasure hunts, quests, road trips, paddle hunts, big brother/little brother hunts, big sister/little sister hunts;
 - s) Engaging in public stunts and buffoonery, public displays or greetings;
 - t) Servitude of any nature (food runs, personal errands, academic work, house cleaning, etc.)
 - u) Permitting less than six consecutive hours of sleep each night;
 - v) Conducting a new member related activity between the hours of 12:00 midnight and 8:00am. or awakening individuals during these hours;
 - w) Nudity or exposure to the elements at any time;
 - x) Yelling, screaming or calling individuals demeaning names;
 - y) Engaging in unauthorized activities which involve compelling an individual or group of individuals to remain at a certain location or transporting anyone anywhere, within or outside the city of New Brunswick (road trips, kidnaps, sneaks, drops, etc.);
 - z) Assigning or endorsing "pranks" (stealing composites, trophies, mascots, etc.)
 - aa) Conducting activities which do not allow adequate time for study during pre-initiation or initiation periods;
 - bb) Conducting activities designed to deceive or convince new members that they will not be initiated or will be hurt;
 - cc) Carrying of any items (paddles, bricks, rocks, pocket change, dog collars, signature books, etc.)
 - dd) Forcing, requiring or endorsing new members/associate members to violate any University, OFSA, national/international policy or any local, state or federal law.

Rutgers University Hazing Policy Compliance Form

All Rutgers University fraternities and sororities must file this form with the Office of Fraternity and Sorority Affairs by the date listed on the Greek Calendar to certify compliance with this policy. The preceding document remains in effect until a new one is filed.

Rutgers Hazing Definition

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Hazing Agreement

We, the undersigned, certify the following:

1. We have read and understand the Rutgers University Hazing Policy
2. We have read and understand the State of New Jersey Hazing law (Timothy J. Piazza's Law)
3. We have read and understand our Inter/national Hazing Policy
4. We verify that this policy will be read to our chapter
5. We verify that all new members will receive a copy of this policy
6. We verify that all activities sponsored, conducted or required by our chapter, in whole or part, comply with this policy.
7. Failure of my organization to uphold this policy, in whole or part, will result in the referral of the organization **and individuals** involved for discipline

By signing this form we acknowledge and agree to abide by all of the above.

Fraternity or Sorority

President

Date

New Member Educator/Intake Coordinator

Date

By joining is this Declaration, the undersigned chapter advisor represents only that I made the chapter president and new member educator aware of local, state and federal hazing laws as well as the university hazing policy.

Chapter Advisor

Date