

**Alfred State Greek Life  
Policies, Procedures and Expectations**

Adapted from the Relationship Statement established, June 27, 2008  
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## **Table of Contents:**

- Section 1      **Establishing a Greek Organization**
- Philosophy
  - College Recognition
  - Greek Governance
- Section 2      **Campus Pledging Regulations & State Laws**
- Campus Regulations on Hazing (Section 15)
  - Hazing in the 1<sup>st</sup> and 2<sup>nd</sup> Degree – State Law
  - Campus Regulation Prohibiting Affiliation with Expelled Student Organizations
  - Pledging Expectations
- Section 3      **Clarifying Prohibited Pledging Activities**
- 19 Myths of Hazing
  - Prohibited Activities
  - “Forced Choice” Concept
  - Prohibited Treatment of Pledges
  - Examples of Specific Activities Prohibited
- Section 4      **Maximizing Pledging Programs**
- Four Pillars of being Greek
  - Getting the Most Out of Pledging
  - Scholarship – Instead of Just Library Hours
  - Philanthropy – Instead of Just a House Community Service Project
  - Leadership – Instead of Waiting for Leaders to Emerge
  - Brotherhood/Sisterhood
  - Brotherhood/Sisterhood – Instead of Just Being Social with Members
  - Alternatives to Hazing Activities (from Baylor University)
- Section 5      **Expectations of a Greek / Organization**
- Standards
  - Membership and Recruitment
- Section 6.      **Additional Information**
- Living Off Campus as a Greek Organization
  - Co-habitation

# Section 1

*Establishing a Greek Organization*

## **I. Philosophy**

Greek lettered organizations at Alfred State have a long history of fostering student involvement and development. Greek organizations are founded under the principles of scholarship, philanthropy, leadership and brotherhood/sisterhood. The College acknowledges that fraternities and sororities can have a positive impact on the educational and social experiences of members and others in the campus community. For this to happen, there must be congruence between College goals and those of individual chapters. The College has a tradition of encouraging individual development through self-government by student groups. In this respect, the Greek Senate plays an integral role assisting the College in the administration of Greek Life through the Office of Student Engagement. Fraternities and sororities recognized by the College are expected to maintain an active and responsible Greek governance system, which fosters individual and group growth, accountability and responsibility.

By virtue of its function in granting recognition, Alfred State through the Office of Student Engagement reserves the right to review the extent to which each is acting in accordance with the expressed goals and objectives of the organization and the mission and strategic plan of the College.

This document includes the College's expectations of fraternities and sororities, the services provided by the College to these organizations, the rules for participating in the Greek system, and the process for obtaining and maintaining recognition for each recognized Greek-lettered organization. This document establishes a clear relationship between the College, Greek Senate and individual groups and it focuses on the education and development of the fraternities and sororities and helps them reach their full potential as positive and productive members of the academic community.

The following standards are required for Greek-lettered organizations desiring to maintain recognition with Alfred State. Thus, for the purpose of this relationship statement, a fraternity/sorority is defined as a recognized student group whose primary concern is the bond of friendship among its student members. The group possesses an academic, social and community/College service function, is selective in its membership recruitment, and whose membership is not limited to specific majors, academic or professional pursuits.

These standards articulate the four principles outlined above and address issues important to the success of Greek life at Alfred State. The College chooses to associate with Greek-lettered organizations because they purport the values of scholarship, leadership, community service and friendship and because these organizations choose to seek and maintain recognition under the terms outlined in this relationship statement. Groups who choose not to abide by these standards cannot seek to associate with the College or with Greek Senate, nor obtain College recognition.

**Review:** This relationship statement agreement will be reviewed at a minimum biennially by the College administration and the Greek Senate. In addition, this agreement can be reviewed and amended at any time prior to a biennial review upon the request of either the College administration or the Greek Senate and with approval to amend by both parties thereafter.

## **II. College Recognition**

Recognition is the formal process by which the College agrees that a fraternity or sorority chapter may function on campus, enroll members, and identify with Alfred State. As is the case with College affiliation with any externally incorporated organization, chapters are expected to maintain congruence between their goals and standards and those of the College, disclose principles of the organization, and provide mechanisms for accountability. The College reserves the right to deny requests to start new chapters based upon any concern that may reflect jeopardizing the future of the Greek life system at Alfred State (such as a moratorium on new chapters when current membership in the Greek system is level or decreasing, or a concern by the College that there is a lack of adequate support services and staffing to support expansion).

Withdrawal of recognition or other changes in recognition status may result should standards decline as measured by failure to meet criteria for recognition, hazing conduct, or violation of federal, state, or local law. Commitments made by the College and the collective responsibilities assumed by each chapter are defined in this Recognition section. As in other instances, the College will provide support services for fraternities and sororities as they enhance the educational experience of students. Primary support is provided by the Coordinator of Greek Life, the Sr. Director of Student Engagement and by any other member of the Division of Student Affairs designated by the Vice President for Student Affairs.

This recognition policy applies to all fraternities and sororities with or without national affiliation. Membership is to be determined locally within the College's nondiscrimination and affirmative action policies, although chapters may be single sex under Title IX.

Recognition of any kind (provisional or probationary) may not be granted for organizations who wish to establish or re-establish at the College during a period the College has imposed a moratorium on the recognition of new organizations.

### **A. Recognition Privileges**

Recognition is of three types: full, provisional, or probationary. Full recognition accords all rights, privileges, obligations, and College resources available under the recognition process and to be an official part of the College community. These are as follows:

- Use of the College name along with but not in place of, identification of the sponsoring body in accordance with College policy and with policies of intellectual properties.
- Acknowledgement by the College that fraternity and sorority life can provide a positive experience for students and that the chapter is meeting its obligations to the College and the community.
- Participation in the fraternity/sorority governance system at the College.
- Participation in rush and pledging as articulated and monitored by the College in Greek pledging manual.
- Participation in the programs and activities of the College that are provided for fraternities and sororities.
- Access to and use of College facilities for official governance or chapter functions as approved by the appropriate College offices under whose jurisdiction facilities are regulated.
- Greek-lettered organizations will receive assistance from the College in monitoring the academic achievements of chapter members. The procedures established for such monitoring must ensure confidentiality of student records and follow standard college practice for the release of student records.
- The Sr. Director for Student Engagement under advice from the Greek Advisory Board will designate a member of the College faculty and staff to serve as Campus Advisor to each organization and a Greek Life Advisor to the Greek Senate. All Greek-letter organizations

- will have the support of a Campus Advisor and a Greek Life Advisor who will implement programs, advise Greek governance bodies, provide leadership training, and handle administrative policy matters with student input. The Greek Life Advisor shall support the Greek Senate, attend governance meetings, meet with executive councils periodically and insure that the constitutions of governance groups are maintained in accordance of the College's expectations and reflect a representative voice of the constituency.
- Participation in College's sanctioned social, recreational, and intramural programs with opportunities to work with other student organizations in sponsoring campus events and programs such as Homecoming and Hot Dog Day.
  - Leadership training programs and special educational workshops designed specifically for Greek organizations.

Provisional recognition provides approval for a specified period of time no shorter than one year after fulfillment of the criteria for recognition described below. Provisional recognition is applied during establishment of a new fraternity/sorority chapter. New groups must declare their intent to organize at the College and begin the process as a Provisionally Recognized organization within 12 months of their declaration of their intent to organize. No group seeking provisional recognition can pledge or conduct intake education programs prior to College approval for provisional recognition. Provisional recognition may not be granted during a period the College has imposed a moratorium on the recognition of new organizations. Provisional organizations have a maximum of 18 months to secure a recommendation from the Greek Senate to support full recognition from the College. Full recognition will not be extended until new organizations/colonies have been granted chapter status by their sponsoring organization. During the period of provisional recognition, all rights, privileges, obligations, and College resources are available as described under full recognition with exception to vote in Greek Senate or hold an elected office in Greek Senate. Although no minimum number to organize is required, it is unlikely a group can meet the requirements of becoming a Greek organization if their membership at the organizing period is less than 10 students.

Probationary recognition entails conditional withdrawal of certain College services or benefits and/or application of specific sanctions by the College towards the individual organization for a specific period of time. Any chapter suspended for disciplinary action and when granted a return of privileges by the College, shall do so under a minimum probationary recognition period of one year. Probationary recognition may also be granted by the Vice President for Student Affairs for the re-establishment of a formerly active fraternity/sorority chapter and when there has been consultation with the Greek Senate.

Groups with provisional and probationary recognition do not have voting rights nor can they hold office or committee chairpersonship in Greek governance groups, but must attend all governance activities and have speaking rights.

Timeline Process for Probationary and Provisionally Recognized Groups to achieve full recognition: In accordance with the steps noted above for provisional and probationary groups, the first step in the process is for the Office of Student Engagement to grant provisional or probationary recognition to a petitioning group. The second step, after the specified minimum time has been attained, is the Greek Senate's review of the organization followed by their written decision to recommend/not recommend to the College on the full recognition support/non-support (see Greek Senate's bylaws for specific information regarding recognition). The third step is the College Greek Review Board's decision to grant or deny full recognition. Upon denial by the Greek review Board, the identified organization may appeal to the Vice President for Student Affairs. The VPSA decision will be final.

*The Greek Review Board consists of:*

- Sr. Director of Student Engagement
- Coordinator of Greek Life
- Co-Chair of Advisory Board (2)

- President of Greek Senate

## **B. Applying for College Recognition in Greek Life**

Each chapter must maintain and pursue goals, which are consistent with the mission of the College and all campus policies and procedures. These goals must be reflected in the following chapter documents, which shall be submitted as part of the application for recognition:

- The chapter chartering document including the chapter constitution, bylaws, statement of purpose, and goals.
- The statement of policies and standards for the recruitment, selection, education, and initiation of new members, including a detailed anti-hazing statement and a detailed pledging/intake education program (date, time, length, actual activity, what is permitted, what is prohibited by members, pledges and alums). Campus staff (College Officials), and/or Advisors will be assigned to attend all pledging and induction programs.
- Each chapter is required to provide written acknowledgement of its responsibilities within the College community. This includes a statement of adherence to the principles and guidelines outlined in this recognition document.
- Membership roster (minimum of 8 students in good academic standing is required to start a chapter/colony).
- Advisor (must be an Alfred State employee) approval by the College and Greek Advisory Board.
- A detailed risk management program related to social events where alcohol is not present, social events where alcohol is present, house rules/organizational governing individual conduct related to alcohol use/abuse and illegal drug use, and insuring local and state fire and safety regulations in-in-house (hyphenated?)house management activities and programs.
- Projected programs including social, leadership development, and academic intervention for members.
- Plans for educational, social, charitable, scholarship, community, and other services related to pledging and officers' education.
- Fraternities and sororities will provide a complete description of the organization's governance structure. This information should indicate how the fraternity/sorority assigns responsibility for the following functions:
  - Fraternity/sorority organizational financial activities
  - Program planning
  - Compliance with College's Student Code of Conduct for individual students and with other College regulations
  - Organizational conduct board procedures and regulations for member conduct (and alumni if applicable).
  - Communication with the College's administration and to alumni
  - Participation within the fraternity/sorority governance system
  - Interactions with campus designated organizational advisor

### **For non-locals:**

- The constitution, bylaws, and description of the governance structure for the sponsoring group (if a regional, national, or international organization).
- Advisor (must be an Alfred State employee) approval by the College and Greek Advisory Board.

- Sponsoring group's contact information (headquarters, officer, colony advisor, phone, and address) (if applicable).
- Outline of support to be provided for campus chapter/colony (to include local alumni available to assist chapter, frequency of chapter consultant visits and other support resources available).
- A statement from the sponsoring organization stating it will fully comply with all College policies, procedures and decisions related to Greek Life and regarding individual groups, including a written agreement to close the chapter if the College expels the organization. Chapter closure must occur within 30 days of the date the decision is rendered (and following any written College appeal process related to campus disciplinary procedures). Any violation of this agreement by the sponsoring organization can result in legal action by the College.

### **C. Obligations for Maintaining College Recognition**

Fraternities and sororities are expected to comply with the provisions of this Relationship Statement. They are expected to practice sound financial management and risk management strategies and to fully and actively participate in the Greek governance system.

Student groups are expected to abide by College policies and procedures and exercise integrity for their own financial, legal, and contractual obligations. Groups with activities funded by the student activity fee are expected to follow all student government policies and procedures regarding financial management. Alfred State does not oversee any of the financial operations of recognized fraternities and sororities.

To maintain recognition, chapters must abide by all College rules and regulations and by all local, state, and federal laws and statutes. Each chapter must affirm annually its commitment to the College community and its intentions to abide by the regulations in this document. In particular, it must meet the expectations and standards described in the four pillars of Greek Life.

### **Organization's Annual Review and Report**

To maintain recognition, a chapter must submit and meet with the Greek Review Panel for an annual review and report with appropriate revisions of documents required for recognition (as listed in "Criteria for Recognition"), as well as a reaffirmation of adherence to the College's Greek Life Policies and Procedures.

The annual review and report (covering June–May of the previous year) must describe the following:

Submitted via Greek Tracking Form:

- Community service projects completed (dates, brief description of event)
- Leadership training programs attended? Put on? (dates, coordinated/presented/participated)
- Brotherhood/Sisterhood

A self-evaluation during the Annual meeting and review with the Greek Review Panel:

- Rush activities
- Pledging activities
- Risk management programs conducted
- Leadership training programs
- Academic intervention with the membership
- Description and evaluation of interactions with chapter advisor

- Assessment of goal achievement of year in review

Submitted prior to Annual meeting with Greek Review Panel submitted in writing:

- Elevator speech, describing your organization and cause that can be used in publications based on your yearly standards.
- Organizational Leadership Index score (From the Organizational Maturation Assessment)
- Up to five example or proof of events from the previous year (rush posters, pictures of philanthropy, mixers, etc.)

Thereafter, the Greek Advisor, the President of the Organization and the Greek Review Board will review the report and standards establishing a score that represents the organizations previous year's performance versus expectations by September 15<sup>th</sup>.

### Other Requirements

All officers of any fraternity or sorority, or the Greek Senate must individually maintain a 2.0 cumulative grade point average and be full-time (12 credits) students at Alfred State.

Fraternities and sororities are required to have a faculty/staff advisor who may serve as a contact person for and liaison between the fraternity or sorority and the College. However, groups are strongly encouraged to have both an alumni advisor, and an on-campus faculty/staff advisor.

The Office of Student Engagement will conduct an annual review during the summer of each academic year to include compliance with College goals and standards, issues related to appropriate communication (keeping forms and information related to recognition, constitution, bylaws, current membership rosters, compliance with pledging procedures, demonstration of integrity in communication with the College community and local agencies), projected planning and programming needs, and specific advisory services by the College. A fraternity or sorority is assumed to be in good standing as long as the organization meets the expectations articulated in this recognition policy.

### **D. Changes in Recognition Status**

A chapter will move from provisional to full recognition status if it continues to meet the criteria for recognition, and then it is approved for full recognition by the Greek Senate and thereafter, upon final review and recommendation by the Greek Review Board.

When it is determined that a chapter has failed to meet expectations, then alterations in the chapter's recognition status will be implemented through the procedures that follow.

### Procedures for Change in Recognition Status

Upon any College violation or deviation from established expectation or a failure to maintain good standing upon the conclusion of the annual review the Office of Student Engagement will issue a charge letter regarding alleged deviation from recognition criteria. The letter will be presented to the chapter president and their Advisor(s).

If the annual report is incomplete or unsatisfactory, the Sr. Director for Student Engagement may take administrative action, including but not limited to invoking probationary status, loss of privileges (including rush, pledging or use of College facilities) and loss of College recognition.

### **III. Greek Governance**

The College has a tradition of encouraging individual development through self-government by student groups. Fraternities and sororities recognized by the College will be expected to create and maintain a governance system, which fosters individual and group growth, integrity and responsibility. The Greek system exists at Alfred State only when a self-governance system is functioning and serving as a representative group of Greek-lettered organizations.

It is incumbent upon individual Greek organizations to ensure they send representatives to Greek Senate meetings, actively serve on committees and are fully knowledgeable of all bylaws and constitutional obligations (including the procedures outlined in the Greek Judicial Board). The Greek Senate exists to serve its needs yet function within the educational mission of the College if they wish to maintain a Greek life program at Alfred State. Individual Greek-lettered organizations (known as “exclusionary” groups for their non-open membership status) are required to participate fully in Greek governance.

All organizations that practice pledging under selective membership and serve a primary function that is social or community service in nature are required to actively participate in Greek Senate activities. They must attend and contribute at governance meetings, committee meetings, and Greek Senate sponsored events.

# **Section 2**

## **Campus Pledging Regulations**

## **Pledging Regulations and Expectations:**

The right to conduct pledging activities at Alfred State is reserved for groups recognized with exclusionary status with the College. Specifically, pledging is limited to recognized student organizations who are members of the Greek Senate. No other student group recognized by the College is authorized to pledge at Alfred State. Pledging regulations are based upon the requirements set forth in New York State law and with the standards established in the College's student code of conduct. Those references are included in this section of this document. Specific prohibited and permissible rush and pledging activities are denoted in the sections to follow and are based upon the laws and College regulations stated here.

### **Section 15: Hazing (student code of conduct)**

Philosophy and Rationale: Any organization, individual, or agency not acting in accordance with the Alfred State Hazing Regulations and the NYS Penal Code will be subject to disciplinary action.

Organizations which operate upon the campus of Alfred State or upon the property of Alfred State used for educational purposes, or any recognized organizations operating off campus, shall be prohibited from: taking any action, creating or participating in the creation of any situation which recklessly or intentionally endangers the mental or physical health of any person, or which involves the forced consumption of alcoholic beverages or drugs by a person for the purpose of initiation into or affiliation with any organization.

Alfred State also enforces local, state, and federal law, specifically including, but not limited to NYS Penal Law, NYS Education Law, and New York Code Rules and Regulations (NYCRR).

Regulations and Guidelines: Section 6450 (1) of the Education Law requires that the provisions of 8 NYCRR 535, which prohibits reckless or intentional endangerment to health of forced consumption of alcoholic beverages or drugs for the purpose of initiation into or affiliation with any organization, shall be deemed to be part of the bylaws of all organizations which operate upon the campus of any state-operated institution used for educational purposes. The statute further requires that each such organization shall review these bylaws annually with individuals affiliated with the organization.

Under the Penal Law, a person can be found guilty of hazing in the first degree (a Class A misdemeanor) if the person is found to be "intentionally or recklessly engaging in conduct which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury" (Penal Law, 120.16). An offense designated as hazing in the second degree (a violation) incorporates a nearly identical definition except that no actual injury to any person need be proved (Penal Law, 120.17). A conviction of this offense can carry up to fifteen days in jail, a monetary fine, and community service obligations.

Whenever the chief administrative officer has determined on the basis of a complaint or personal knowledge that there are reasonable grounds to believe that a violation(s) exists of these provisions by any organization which shall state the provision proscribing the conduct and shall specify the facts alleged to constitute such violation.

Such written charges shall be served upon the principal student officer of the organization by the College

Upon written request by an authorized representative of the organization, the Associate Dean for Judicial Affairs, as the Vice President for Student Affairs' designee, shall provide the representative of the organization an opportunity for a hearing. The Student Conduct Committee shall hear or receive any testimony or evidence which is relevant and material to the issues presented by the charge which will contribute to a full and fair consideration thereof and determination thereon. In cases of alleged violations of recognized Greek organizations, the case shall be heard before the Greek Judicial Board. The organization's representative may confront and examine witnesses against it and may produce witnesses and documentary evidence on its behalf. The Student Conduct Committee (or where appropriate, the Greek Judicial Board) shall submit written findings of fact and recommendations for disposition of the charge to the Associate Dean for Judicial Affairs. Notice of the decision shall be in writing, shall include the reasons supporting such decision, and shall be served on the principal officer of the organization by mail in the manner described in the above paragraph within a reasonable time after such decision is made.

### Hazing in the 1<sup>st</sup> and 2<sup>nd</sup> Degree

Organizations shall be prohibited from: taking any action, creating or participating in the creation of any situation which recklessly or intentionally endangers the mental or physical health of any person, or which involves the forced consumption of alcoholic beverages or drugs by a person for the purpose of initiation into or affiliation with any organization.

Under the Penal Law; a person can be found guilty of hazing in the first degree (a Class A misdemeanor) if the person is found to be "intentionally or recklessly engaging in conduct which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury" (Penal Law 120.16) (*Note – new legislation has been introduced to make this offense a felony*)

An offense designated as hazing in the second degree (a violation) incorporates a nearly identical definition except that no actual injury to any person need be proved (Penal Law 120.17). A conviction of this offense can carry up to fifteen days in jail, a monetary fine, and community service obligations.

**Regulations and Guidelines:** Section 6450 (1) of the Education Law prohibits reckless or intentional endangerment to health of forced consumption of alcoholic beverages or drugs for the purpose of initiation into or affiliation with any organization, shall be deemed to be part of the bylaws of all organizations which operate upon the campus of any state-operated institution used

for educational purposes. The statute further requires that each organization shall review these bylaws annually with individuals affiliated with the organization.

Any organization which permits the prohibited conduct described shall be subject to the permanent rescission of permission to operate upon the campus or upon the property of the state-operated institution used for educational purposes; or, in the alternative, a period of suspension of said permission to operate; or probationary status with supervised conditions of operation. The penalty provided in the subdivision shall be in addition to any penalty which may be imposed pursuant to the Penal Law and any other provision of law, or to any penalty to which an individual may be subject pursuant to 8 NYCRR 535.

Section 6450 of the Education Law requires that the provisions of 8 NYCRR 5355, which prohibits reckless or intentional endangerment to health or forced consumption of alcoholic beverages or drugs for the purpose of initiation into or affiliation with any organization, shall be deemed to be part of the bylaws of all organizations which operate upon the campus of any state-operated institution used for educational purposes. The statute further requires that each such organization shall review these bylaws annually with individuals affiliated with the organization.

Under the Penal Law, a person can be found guilty of hazing in the first degree (a Class A misdemeanor) if, in the course of a person's "intentionally or recklessly engaging in conduct which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury" (Penal Law, 120.16). A conviction of this offense now carries a potential penalty of a fine of up to \$1,000, one year in jail, or both. An offense designated as hazing in the second degree (a violation) incorporates a nearly identical definition except that no actual injury to any person need be proven (Penal Law, 120.17).

Range of Sanctions:

<i>Organizational:</i>	<i>Suspension to Organizational Expulsion</i>
<i>Individual:</i>	<i>Disciplinary Probation to Expulsion</i> (for students charged individually)

3.14 - Prohibited Affiliation with Expelled Student Organizations

Students are prohibited from pledging, joining, or accepting membership with a fraternity, sorority or student organization which has been expelled.

Range of Sanction: *Suspension to Expulsion* \*

Information: Given the College's concern regarding the physical and/or mental health risk expelled student organizations pose to individual students, individual students who join expelled student organizations can be charged with this regulation and receive a sanction that dismisses them from the College. Currently, one former fraternity that is expelled from the College.

Lambda Theta Phi Fraternity

\* In those instances where the student presents to the appellate officer mitigating circumstances regarding the severity of the sanction imposed, the appellate officer may choose to impose a lesser sanction.

### **Pledging Expectations**

The following pledging policies and expectation have derived from:

- The Vice President of Student Affairs memo to the Greek Community on February 2<sup>nd</sup>, 2012
- The response to the VPSA from Greek Senate in September of 2012
- The updated memo of understanding from the Sr. Director of Student Engagement in the Fall of 2012
- The Greek Senate Presidents request for policy adoption in the Fall of 2013

The following procedures have been approved for fraternities and sororities in good standing:

1. It is prohibited to restrict pledges from speaking or looking at anyone.
2. Off-Campus pledging activities will be allowed for Community Service. While the direct supervision of a Greek Advisor (defined as an Advisor selected by the Greek Organization and approved by the College) is recommended, it shall not be required for this particular event. The event must be submitted to the Advisor(s) of Greek Senate in the pledging activity log (Calendar/Log) that is submitted weekly. This event shall also include additional documentation. Prior to the event, a contact person must be made at the service location and their information including their name, an email address, address of service location, and a phone number must be presented to the Advisor(s) of Greek Senate. A very specific time of departure and return must also be included. These events will only be permitted between the hours of 7am-9pm. The Advisor of the Fraternity/Sorority must be aware of this event and have approved it within the House trusting that they will be attending the event that they have committed to.
3. Blindfolding or requesting that pledges blindfold themselves at any time is prohibited. The only exception to this policy would be a blindfold activity conducted by a trained Challenge Course facilitator and during a College-sanctioned Challenge Course program.
4. The practice of giving pledges demerits are prohibited.
  - a. *The College recommends that a positive "merit" system be put into place; this will address the same concerns noted in the appeal, but with positive reinforcement.*
5. All pledge activities are to be on file with the College and will include the start and end time of each activity, for each day, as well as the location and general nature of the

activity (What pillar does it address?). It will also identify if an Advisor (see #2) will be present. This information has to be on file in The Office of Student Engagement prior to the beginning of pledging. Any changes in the location or schedule must be provided to the Office of Student Engagement prior to the scheduled event(s) (email is sufficient)

*a. This information can be provided on a weekly basis.*

6. Off-Campus pledging activities will be allowed on Big/Little Reveal Nights. While the direct supervision of a Greek Advisor (defined as an Advisor selected by the Greek Organization and approved by the College) is recommended, it shall not be required for this particular event. The event must be submitted to the Office of Student Engagement in the pledging activity log that is submitted weekly. This event shall also include additional documentation. Prior to the event, the active House must submit where the Big/Little pair will be going as well as the names of the pledge and their Big. This events purpose is to remove the Big/Little pair from the distractions of campus and to allow the pair to bond. This shall be a one-time event lasting no more than two hours. The location of this event is limited to only the Alfred Community and its surrounding 1 mile radius. This location must be in a public location, for example, not in any School appointed Greek House. Establishments that serve alcohol will not be an approved location. A very specific time of departure and return must also be included. The Advisor of the House must be aware of this event and have approved it within the House trusting that they will be attending the event that they have committed to.

# Section 3

*Clarifying Prohibited Pledging Activities*

A review of the state laws and College regulations points to what is prohibited conduct, but does not always provide the level of clarity an individual might wish to have when considering (a) how best to plan appropriate and meaningful activities for pledges and/or (b) if the activity they have been asked to participate in is permissible or not. This section is intended to clarify permissible and prohibited pledging activities.

There are also beliefs about pledging that reside in our community that sometimes contributes to creating confusion among Greek lettered organizations. 19 myths about hazing are shared here to clarify what is not permissible and why.

## A. 19 Myths of Hazing

Hazing is such a hot-button topic that there are frequent myths and half-truths about it. Here, we address some of the common misconceptions surrounding the issue of hazing.

**Myth: The definition is so vague that anything can be considered hazing – it’s such a gray area.**

**Reality:** Ask yourself the following questions:

- Does the activity involve mental distress such as humiliation or intimidation?
- Does it involve physical abuse (e.g., sleep deprivation)?
- Is there a significant risk of injury or a question of safety?
- Would you have any reservations describing the activity to your parent or a university official?
- Would you be worried if the activity was shown on the evening news?
- Does this feel wrong to me?

If the answer to any of the above questions is “Yes” the activity is probably hazing.

Case law over 20 years in higher education has clearly identified prohibited pledging practices.

**Myth: Hazing only exists in fraternities and sororities.**

**Reality:** Hazing incidents have occurred across the country in athletic teams, military units, performing art groups, religious groups, and other types of clubs, and organizations. Hazing occurs in high schools as well as on college campuses.

**Myth: New members want to be hazed.**

**Reality:** Occasionally there are new members who say they want to be hazed. But generally most do not want to be humiliated, intimidated, or physically abused. “Wanting” to be hazed usually means desiring an intense, challenging experience. It is not necessary to haze new members in order to challenge them.

**Myth: Hazing only “a little bit” is not really that bad.**

**Reality:** While there are more and less severe forms of hazing, even low level hazing crosses the line. Even a “little” hazing can have an unintended negative impact on new members. And if the action meets the definition of hazing, the group will get in trouble if caught.

**Myth: Hazing is the only method for holding new members accountable.**

**Reality:** While holding new members accountable may be important, there are effective ways to do so without hazing. Effective parents, teachers, and bosses all know ways to hold others accountable without humiliating, degrading or physically hurting them. These skills can be learned.

**Myth: “If it doesn’t kill you, it makes you stronger.”**

**Reality:** If this statement was true, then child abuse and torture would be prescriptions for personal growth. So while it’s true that difficult situations can help individuals grow and prepare for life’s challenges, many experiences that don’t “kill” nevertheless do damage because of their psychological or physical impact.

**Myth: Hazing is okay as long as it is not physically dangerous.**

**Reality:** Mental hazing can be brutal and leave lasting psychological scars. Some victims report that the mental hazing they endured was worse than being physically abused.

**Myth: Hazing is a way to improve the attitude and character of a new member.**

**Reality:** Hazing often generates anger and resentment. Plus it teaches that “values” such as deception, coercion, and intimidation are acceptable means for achieving your goals.

**Myth: As long as there’s no malicious intent, a little hazing should be okay.**

**Reality:** 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 when members are drunk they sometimes subject the new member to more than they originally intended.

**Myth: Hazing continues because everyone in the group supports it.**

**Reality:** Many group members may not approve of hazing but go along with the activity because they mistakenly believe that everyone else agrees with it. This “reign of terror” helps to perpetuate hazing. The strongest supporters of hazing are often the most vocal and dominant members.

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

**Reality:** In states that have laws against hazing, consent of the victim can’t be used as a defense. This is because even if someone agrees to participate in a potentially hazardous

action, it may not be true consent because of peer pressure, intentional or unintentional threats, and the withholding of information about what will occur.

**Myth: Since alumni and current member were hazed it is only fair that the new members go through it too.**

**Reality:** “Tradition” does not justify subjecting new members to abuse. Traditions are created by groups, and groups hold the power to change or eliminate them. (This can’t be proven, should be excluded) Remember that the founding members of the organization were not hazed.

**Myth: Eliminating hazing makes an organization just like any other social club. It will be too easy to become a member.**

**Reality:** Hazing is not necessary for an initiation experience to be challenging and unique. A well-organized, creative program will build group cohesion and foster character development. Any group can haze new members. Greek organizations are unique and selective, therefore not like any other campus group. Their tradition, history and rituals make them stand apart, not hazing.

**Myth: Enduring hazing is a sign of strength.**

**Reality:** While it does take a certain strength to make it through hazing, many people submit to it because they desire acceptance by others, are afraid to resist, or feel a need to prove to themselves or others that they are worthy or tough enough. These motives reflect conformity, fear and insecurity, which are not qualities typically associated with strength. In contrast, standing up to a group of abusive peers, or breaking free from, or reporting hazing takes courage and strength.

**Myth: Hazing practices preserve the uniqueness and exclusiveness of the group.**

**Reality:** Since hazing practices are secret, group members often don’t realize that their “unique” practices are typically variations on a common themes: extensive memorization with verbal abuse for incorrect answers, sleep deprivation, servitude, kidnapping, drinking rituals, calisthenics, lineups, cleaning up messes, isolation of members, theft, impossible games, sexual embarrassment, inappropriate clothing, absurd scavenger hunts, unpalatable food, and physical violence.

**Myth: Other groups on campus will not respect an organization that does not haze.**

**Reality:** A positive, educational program will result in better all-around organization and the ability to attract the best new members. Being able to recruit the best students will earn the respect of the other groups.

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

**Reality:** Accidents happen during hazing, but hazing is not accidental. It is premeditated abuse that can be emotionally traumatic, physically dangerous, or even life-threatening.

**Myth: Hazing must be okay if the military does it.**

**Reality:** The U.S. military does not, in fact, condone hazing practices. The military does engage in a unique type of training for dangerous military operations. This training is conducted by professionals to prepare military personnel for putting their lives on the line for their country. According to the Dept. of the Army's TRADOC Regulation 350-6: "Hazing is strictly prohibited" and is "an offense punishable under the Uniform Code of Military Justice."

## B. Prohibited Activities

### What Activities are considered hazing and/or are prohibited by college policy?

Alfred State defines hazing as any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student, conditions students to behave in such a manner that would not mirror civil, appropriate, and/or responsible student conduct for the purpose of initiation or admission into or affiliation with an organization.

## C. Forced Choice Concept

For the purpose of this discussion, any activity as described above which is the initiation or admission into or affiliation with an organization is directly or indirectly conditioned shall be presumed to be a “**forced activity**,” the willingness of the individual to participate in such activity notwithstanding.

The courts (and subsequently college policies) have determined that the pledge’s desire to gain membership **removes from them the ability to truly refuse or opt out from anything that occurs during pledging. They are compelled to comply.**

The organization is completely responsible for the well-being of the pledge during pledging; never let them out of your sight (no handing them over to another house or alums or anybody else for that matter).

### **Such terms shall include, but not limited to:**

Any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, marching, walking in line; chanting/greeting that disrupts the College and/or local community or are derogatory or pejorative in any way; exposure to the elements; forced consumption of any liquid, food, liquor, drug; or other forced activities such as public stunts or acts of buffoonery, which adversely affect the mental health or dignity of the individual.

## D. Prohibited Treatment of Pledges

**To consider the pledge as someone “less” than the member is disrespectful and prohibited** and is completely devoid of any of the four pillars of Greek Life (scholarship, leadership, brotherhood/sisterhood, philanthropy). **Members are not “better” than pledges.** If this attitude pervades the group, harm, harassment, demeaning and then hazing activities will follow thereafter and that is why it is so important for members to rethink what pledging is and what it is not.

**To believe that the pledge has to “earn” membership through difficult activities that translate into hurting, harassing, harming, demeaning, causing fear or pressuring the pledge is devoid of the four pillars of Greek Life** (scholarship, leadership, brotherhood/sisterhood, philanthropy).

*Pledging is a process for the pledge to determine if they understand what is required of them in the form of commitment to fulfill their responsibilities to being Greek and for the organization to determine if the pledge is ready to fulfill this level of responsibility.*

#### E. Examples of Prohibited Activities

**Physical Activities:** calisthenics, sit-ups, push-ups, running stairs, exercise, work sessions, or carrying heavy objects such as bricks or stones is prohibited; carrying any other items which serve to create physical hardships, discomfort, distress, or excessive fatigue is also not permitted. Depriving pledges of sleep, of maintaining cleanliness and personal hygiene is prohibited.

**Physical Exposure or Abuse:** nudity, paddling (including paddle swats), pushing, shoving, hitting, punching, striking, tackling, or throwing any substance at another person or submerging or dunking individuals in water or other substances or any physical contact with the pledge that could be considered to be uncomfortable, unwelcoming, threatening or intimidating to a reasonable individual. Branding on any part of the body, whether voluntary or involuntary is prohibited, as well as application of foreign substances (rubs, salves, etc) to the body. **There is never any legitimate reason to make physical contact with the pledge or invade their personal space as a part of any activity during pledging.**

**Forced or Required Consumption of Any Substance:** Requesting the pledge to consume any substance whatsoever, including any food (including but not limited to dishwater, dirty water, raw meat, chili peppers, concoctions of any kind), objects, drugs alcoholic and non-alcoholic beverages and regardless of the item was swallowed is prohibited as any physical contact with the pledge by anyone in a pledging activity (formal or informal, organized or unorganized) is considered a violation of the personal space of the pledge and is prohibited.

**Psychological Abuse and/or Humiliation:** Dress – requiring individual to dress in revealing (nudity, near nudity, exposure of any genitalia), embarrassing (anything that could be construed as derogatory or pejorative to a reasonable person), or uncomfortable clothing. Depriving pledges from maintaining normal schedule of cleanliness and personal hygiene (minimum of one shower a day) is prohibited. Depriving pledge of normal personal level of privacy is not permitted. **Pledge hats, shirts or accessories are permissible as long as they do not reveal, embarrass or make derogatory references to the pledge.**

Weather – exposing individuals to extremely uncomfortable or dangerous environments (too loud, dark, small, hot – over 75 degrees or cold - below 30 degrees).

Interrogation/Verbal Abuse – any form of interrogation of individuals, name-calling, or screaming of individuals; requiring individuals to perform any acts which are construed to be humiliating or degrading in nature which include but is not limited to being disrespectful, mean-spirited, putting/placing the pledge “below” the member with rules that infer control over personal behavior such as barring pledges to look at others, speak to others, spend time with others. **Members can give feedback and only in a manner that is respectful and not mean spirited.**

Harassment (including physical, bias related or sexual) – any form of unwelcome, threatening, or intimidating behavior is harassment and includes behavior such as

threatening harm to a pledge for dropping or quitting pledging or harassment of any form of a former pledge. Forcing or coercing pledges to list their faults or “sins” believing they must disclose that information to members. Requiring the pledge to engage in sexual acts, bias-related behaviors or physically or verbally harassing behaviors with anyone else or upon themselves is also harassment.

Psychological hazing – any act which is likely to: 1) compromise the dignity of a member or pledge, 2) cause embarrassment or shame to a member or pledge, 3) cause a member or pledge to be the object of malicious amusement or ridicule, or 4) cause psychological harm or substantial emotional stress. Any degrading or malicious references made to the pledges or about the pledges are prohibited.

Depletion: Refusal to allow emotionally or physically depleted individuals the opportunity to recover as a result of any activity or incident that occurs during pledging is prohibited.

**Forced Servitude**: requiring pledges to complete tasks or chores that personally benefit individuals affiliated with the organization or another student group such as cleaning members’, alumni’, another Greek organization members’, and/or advisors’ room and/or running personal errands, or other services or duties not normally shared by initiated members.

**Requiring Activities that are prohibited under State Law or College Regulations**: awakening individuals during the night for organization activities, requiring excessive periods other than for regular library hours and/or interfering with normal sleep or study schedules. (Pledging activities that occur before 7 a.m. any day or past midnight Sunday through Thursday and/or past 1 a.m. Friday and Saturday.) Requiring pledges to steal, damage or destroy property is prohibited.

**Kidnapping**: involuntary transportation or abduction of individuals (pledge kidnaps) or leaving individuals at off-campus locations and requiring them to find their way home is prohibited.

**Caves**: required sleeping and/or living as a group in any residence hall other than those to which they are assigned to as overnight guest when such numbers exceed the beds available is not permitted.

**Academics**: Any pledging activity (organized or unorganized) that interferes or disrupts the pledge’s attendance or successful participation in classes, study schedules, academic work groups, college work commitment or access to established tutoring or learning assistance programs is prohibited.

**Goals & Laws**: Any activity superfluous to the organizations stated purposes or goals is a violation of college policy, regulations, New York State or Federal Law is prohibited.

# Section 4

## Maximizing Pledging Programs

Just because we know what is prohibited doesn't make it a good pledging program. Each pledging activity can be memorable and still be permissible under campus policies and regulations. If the activity isn't truly meaningful, it is not going to help the pledge to learn the value and appreciation of lifelong friendship, responsibility and commitment. The basis of any good pledging program is that it will emulate the four pillars of being Greek. Without these four pillars present in pledging and in the lives of members, the experience of being Greek will fall short for these individuals. When that happens, over time, the organization will decline.

### **Four Pillars of Being Greek**

**Scholarship** – promoting academic success and excellence, more than just library hours.

**Leadership** – providing leadership training and development, from the informal to the formal.

**Philanthropy** – meaningful community service/civic engagement.

**Brotherhood/Sisterhood (and Greek Governance)** – Is the life-long friendships, commitments and memories, is the risk management obligations, is the responsibility, accountability, trust and rapport to each other, and is the commitment to Greek lettered organizations and Greek governance (no one puts another group down).

### **Getting the Most Out of Pledging**

Pledging has to directly link to the four pillars. It is for the pledges and you. Pledges have to figure you out and you have to figure them out (wording)... you and they are on equal footing. It has to be meaningful and purposeful. It cannot be something done just because we have always done it this way. If you do not know why you are doing it or it is prohibited, it needs to change. Anytime you have the feeling that the activity is “meaningless and/or non-prohibited,” it is time to change and explore ways to make the activity “meaningful and permissible.” The remainder of this document includes examples of permissible and meaningful pledging activities (this whole paragraph reads very casual, make it more formal?).

### **Scholarship – Instead of just library hours**

- Study in location best for academic success.
- Create pledge class competition – attend all classes.
- Create pledge class competition – sit in front of class and alert.
- Create pledge class competition – ask questions.
- Create pledge class competition – check notes with instructor.
- Attend Time Management seminar in first week – develop TM program for a semester as a pledge.
- Attend note taking seminar second week.
- Attend stress management/test taking skills third week
- Assign Academic chair to meet regularly with pledges
- Get tutors for pledges that need assistance.
- Have pledges set GPA goal for pledge class (efforts to assist each other continues past pledging period).

- Organization recognizes pledge(s)' academic success weekly.
- Create “biggest – little gain” in academic competition in pledge class.
- Host nutrition event with pledges/members.
- Pledges give highest GPA of member a recognition item.
- Have campus staff do a session on managing stress/depression/relationship/conflict.

### **Philanthropy – Instead of a house community service project**

- Plan a campus fundraiser by, or with, pledges.
- Clean part of town for village officials.
- Volunteer for a soup kitchen.
- Plant a pledge class tree on campus.
- Start sustainability effort on campus or in the community.
- Raise money for families in need.
- Visit children in a cancer facility.
- Visit elderly at a facility and have them tell stories of their lives and you share how you see life today.
- Volunteer for habitat for humanity.
- Host biggest “ “ on campus competition – penny vote – donate proceeds to charity (?).

### **Leadership – Instead of waiting for leaders to emerge**

- Pledge completes a “self assessment” and maps out a leadership plan (which will extend beyond pledging).
- Keep a leadership development journal (and beyond pledging).
- Challenge course – outside facilitator.
- Attend campus leadership seminars.
- Run for office in a club outside the organization.
- Diversity – play BAFA with membership/pledges.
- Greek Senate – orientation and meaning and function of Greek Senate.
- Form all pledge classes – governance group – run mock governance day on weekend – pose problem for all pledges to solve as a governance group.
- Require pledges to read and discuss leadership book.
- Attend campus speaker on leadership.
- Have alum speak with pledges and brothers/sisters on leadership.
- Have Student Senate President speak to pledges about students exercising their voice in college issues.
- Watch a movie on leadership and discuss.
- Shadow campus leader for a day.
- Attend seminar on how to run a meeting.
- Take Meyer Briggs Temperament Indicator, Strengthsquest, or other leadership assessment instrument.
- Have pledges and brothers strategize how to appropriately keep members/pledges motivated.
- Have the mayor, Director of Civic Engagement, V.P., Dean, College President, etc. speak on community involvement/government.
- Have pledges and members register to vote.

- Co-host voter registration on campus.
- Coordinate campus debate (election related or campus topic).

## **Brotherhood/Sisterhood**

- Recite history – What about your history is significant, meaningful, important to carry forth for future pledge classes, why? Is this the best way to accomplish the “why?”
- Greetings - Is the greeting respectful to all? Or, not? What are you teaching when it’s not.... What does the greeting truly signify (fun, history?, unity?, getting to “know” member?)?
- Sing songs – Develop and sing songs that are uplifting without glorifying alcohol, sex or putting down other groups.
- Rituals – Taking an oath or making ritual statement with meaning!
- Getting to know members – Line History Ask yourself what is meaningful for knowing line history? Does this translate into really knowing a member?
- Getting to know members – Pledge Class History Ask yourself what is meaningful for knowing who was in what pledge class? Does this learning translate into really knowing a member?
- Reciting Organizational Values – Activities that model espoused core values of organization – Listing them is one thing, teaching pledge class how brothers model values is another.... Discussions need to occur, Activities that model importance of core values to members.
- Serenades – Old Greek custom for members and pledges to honor all other houses... was revered by all members of campus community.
- **Vaguely Defining** Brotherhood/Sisterhood – **Teaching** Brotherhood/Sisterhood in terms of (a) support, (b) raising up others, (c) lifelong friendships, (d) accountability. Have a discussion of the relevance of your organization’s principles and values.

## **Brotherhood/Sisterhood – Instead of just a social with members**

- Social alcohol-free social for the members/for campus semi-formal.
- Etiquette seminar.
- Risk management – hosting events seminar.
- Risk management – pledging seminar.
- Pledge surprise party hosted by members.
- Invite campus advisor to lunch with pledges.
- Have Greek Senate leader speak to pledges about Greek governance and meaning of inter-Greek relations.
- Dinner and a movie on Greek Life.
- Pledge(s) attend chapter meeting to build understanding about house operations and their obligations to be full participants
- Host Homecoming/Family Weekend activity.
- Pledges and members make “secret” gifts for each other.
- Host campus wide “meet new member” picnic.
- Pledges participate in intramural team separate from members.
- Attend an event a non-Greek organization is hosting.

- Attend an event a non-Greek organization is hosting on a cultural/multicultural topic/activity.
- Deconstruct past hazing activities with pledges to understand why it is a problem.
- Pledges write letter to “founders/alums” to thank them for the opportunity to experience organization.
- Discuss how group has evolved over time.

### **Alternatives to Hazing**

Please see “Alfred State Pledging Regulations, Clarifying Prohibited Pledging & Maximizing Meaningful Pledging Activities In Greek Lettered Organizations” manual located in the Student Leadership Center – Suite 204 or online at <http://www.alfredstate.edu/life-on-campus/greek-life>

# Section 5

*Expectations of a Greek Organization*

## Annual Standards Review Organizational Self-Assessment

Each year, the recognized organizations in the Greek Community at Alfred State College (ASC) engage in a self-assessment process in order to reflect on the past year, identify areas of strength and the need for improvement, and develop strategies to continue to enhance each organization's achievements and contributions to the community. The standards are divided according to the *Four Pillars* of Greek Life: Scholarship, Leadership, Community Service, and Brotherhood/Sisterhood. This process was designed collaboratively by the College administration and leaders of the Greek Community to measure each organization's level of fulfillment of the expectations that the Greek Community has for itself.

The standards are divided into sections based on the Four Pillars, with 75 total points possible for each organization to earn annually. Greek Senate Executive Board can/will give an additional 25 points to certain organizations for attending selected events approved by the Executive Board. This will allow the organizations to receive a higher grade for standards. There needs to be a minimum of 30% of the active organization in attendance for an event to count towards standards. Note that any new members of the organization will not count against the organization for the semester the new member is inducted. The following chart indicates how scores impact the organization's standing with the College and the Greek Community:

Points	Standing with the College and in the Greek Community
85 or higher	Recognized as a standard of excellence in the Greek Community and by the College Administration.
76 - 84	Has exceeded expectations and is fully recognized by the College.
66 - 75	In good standing and is fully recognized by the College.
51 – 65	<p>Organization is placed on probationary status with consequences that may include, but are not limited to, the following if the organization does not improve beyond the probationary range in 12 months:</p> <ul style="list-style-type: none"> <li>• The organization may prohibited to rush</li> <li>• Hold positions on the Greek Senate executive board</li> <li>• Put a pledge class through</li> </ul>
50 or below	The organization cannot pledge, rush, or hold a position on the Greek Senate Executive board until corrective action has been taken to improve the organization's commitment to the four pillars of Greek Life.
Receiving a "0" in any category	If an organization receives a score of "0" in any one category, they will be required to meet with a college administrator to discuss proper consequences. Consequences may include, but are not limited to, loss of rushing privileges, pledging privileges, or the ability to have a member be elected to the Greek Senate executive board.

The following requirements are mandatory in order to be in good standing with the school. If an organization does not complete one of these items listed, a meeting with the Greek Senate Advisor is to be held and a consequence is to be determined. This consequence may include, but not be limited to, loss of rushing privileges, pledging privileges, or the ability to have a member be elected to the Greek Senate executive board. In the event that an organization has extenuating circumstances, they must bring them up in a timely manner to the Greek Senate Executive Board and/or the Greek Senate advisor.

- Minimum organization GPA of 2.0
- Attend one workshop per year in each pillar (Scholarship, Leadership, Community Service, and Brotherhood/Sisterhood) – 30% of active organization must attend
- Four rush events minimum per year ( Two on-campus per year minimum)
- Organization Philanthropy stated by 4<sup>th</sup> scheduled Greek Senate meeting
- Two philanthropy events/projects/fundraisers/drives/programs per year
- Four school programs/ events attended per year – 30% of active organization, two hours minimum
- Attend/Help with two Greek Senate hosted events per year
- Eight mixers minimum per year ( You may count a maximum of two organizations per mixer if more than three organizations in attendance)

<b>The organization did meet all of the mandatory requirements.</b>	<b>The organization did not meet of all of the mandatory requirements.</b>
<b>Pass</b>	<b>Fail</b>

On the following pages, each organization must score itself against the requirements determined by the ASC Greek Senate and administration in order to demonstrate accomplishments, fulfillment of expectations, and identify areas to improve. These are all bonus points. An organization has to get at least three bonus points in each pillar to pass standards.

## Scholarship: 26 Points Possible

1. The organization has an average grade point average of a....					
1 Point	2 Points	3 Points	4 Points	5 Points	6 Points
The organization has an average grade point average between 2.25 and 2.49	The organization has an average grade point average between 2.5 and 2.74	The organization has an average grade point average between 2.75 and a 3.99	The organization has an average grade point average between 3.0 and a 3.24	The organization has an average grade point average between 3.25 and 3.49	The organization has an average grade point average of a 3.50

2. Library hours are submitted to the Greek Senate Advisor and/or Academic Chair throughout the whole year and they have met their house library hour standards.		
0 Points	2 Points	4 Points
Library hours were not submitted to the Greek Senate Advisor and/or Academic Chair or did not meet house standards.	Library hours were submitted to the Greek Senate Advisor and/or Academic Chair but did not meet house library hour expectations.	Library hours were submitted to the Greek Senate Advisor and/or Academic Chair and did meet house library hour expectations.

3. Someone in the organization serves as or is utilizing a tutor, note taker and/or proctor for a semester.	
0 Points	3 points
No one in the organization serves as or is utilizing a tutor, note taker and/or proctor for a semester.	Someone in the organization serves as or is utilizing a tutor, note taker and/or proctor for a semester.

4. The organization has an Academic Intervention Plan (AIP) and has reviewed and/or revised it. After being reviewed and/or revised, it is sent to the Greek Senate advisor and Academic Chair.			
0 Points	1 Point	2 Points	3 Points
The organization did not review and/or revise their AIP. They also did not send their AIP to the Academic Chair of Greek Senate.	The organization did not send their AIP to the Academic Chair of Greek senate but did review and/or revise it.	The organization did both review and/or revise their AIP and sent it to the Academic Chair of Greek Senate and the Greek Senate advisor.	The organization did both review and/or revise their AIP alongside an academic professional. It was also sent to the Academic Chair of Greek Senate and the Greek Senate advisor.

5. The academic chair of the organization put into action a scholastic incentives/ rewards program for the active members of the organization.	
0 Points	3 Points
The academic chair of the organization did not put into effect an incentive/rewards program for the active members.	The academic chair of the organization did put into effect an incentive/rewards program for the active members. This is proven by organization minutes.

6. There is an active member(s) who is in an Honor Society/Organization.	
0 Points	2 Points
There are no member(s) from the organization in an Honor Society/Organization.	There is one or more member(s) of the organization in an Honor Society/Organization and has documented proof of membership.

7. Number of active members of the organization on the Dean's List.					
0 Points	1 Point	2 Points	3 Points	4 Points	5 Points
No member(s) of the active organization are on the Dean's list.	There is one active member on the Dean's list. The member on the Dean's List has documented proof.	There are two active members on the Dean's List. There is documented proof stating this.	There are three active members on the Dean's List. There is documented proof stating this.	There are four active members on the Dean's List. There is documented proof stating this.	There are five or more active members on the Dean's List. There is documented proof stating this.

## Leadership: 14 Points Possible

1. Member(s) of the organization hold a community or Campus Leadership Position.	
0 Points	3 Points
No members of the active organization hold a community or campus leadership position such as Volunteer fire department, A.C.E.S management position, A Team member, or Civic Engagement Advocate.	Member(s) of the active organization hold a community or campus leadership position such as Volunteer fire department, A.C.E.S management position, A Team member, or Civic Engagement Advocate. The members must show proof such as minutes, paycheck or other documentation stating they hold this position.

2. Member(s) of the organization hold other club/organization executive board positions. *Not including Greek Senate Executive Boards*	
0 Points	2 Points
No member(s) hold an executive board position for another club/organization.	Member(s) of the organization hold an executive board position for another club/organization and have documented proof of the position. This may include club/organization minutes.

3. Member(s) hold a Greek Senate Executive Board position for one full semester.	
0 Points	3 Points
No member(s) of the organization hold a position on the Greek Senate Executive Board for a full semester.	Member(s) of the organization hold a position on the Greek Senate Executive Board for one semester.

4. Optional committee participation – ( not within the Greek community i.e. standards revision)		
0 Points	1 Point	2 Points
No members of the active organization participated in a committee outside of the Greek community.	A member in the active organization, is a general member of a non-Greek committee and does not hold a position on that committee.	A member in the active organization holds a position or chairs a non-Greek committee.

5. Members attended/hosted workshops and/or seminars – up to 4 workshops/seminars.				
0 Points	1 Point	2 Points	3 Points	4 Points
Active members did not attend any workshop and/or seminars other than the required four.	Active members attended one workshop and/or seminar other than the required four.	Active members attended two workshop and/or seminar other than the required four.	Active members attended three workshop and/or seminar other than the required four.	Active members attended four or more workshop and/or seminar other than the required four.

## Community Service: 8 Points Possible

**1. The active organization has an average number of community service hours of....(this includes philanthropy hours and regular community service hours)**

1 Point	2 Point	3 Points	4 Points
There is an average of fewer than 40 hours for the year per person.	There is an average between 41 – 50 hours for the year per person.	There is an average between 51 – 60 hours for the year per person.	There is an average between 61 - 70 hours for the year per person.

**2. The active organization has an average number of community service hours dedicated to their organization's philanthropy of....**

2 Points	4 Points
There is an average between zero and fourteen hours dedicated to the house's philanthropy.	There is an average of fifteen or more hours dedicated to the house's philanthropy.

## Brotherhood & Sisterhood: 11 Points Possible

**1. The organization had some type of mixer with all of the Greek organizations. These mixers include community service mixers, academic mixers, rush events, etc.**

0 Points	2 Points	4 Points
The organization mixed with fewer than half of the Greek organizations on campus.	The organization mixed with half of the Greek organizations on campus.	The organization mixed with all of the Greek organizations on campus.

**2. The organization has two alumni events within a year.**

0 Points	2 Points	4 Points
The organization did not hold any alumni events.	The organization held one alumni event. This includes induction night, bid night, and Hot Dog Day.	The organization held two or more alumni events. This includes induction night, bid night and Hot Dog Day.

**3. The organization hosts extra rush events other than required four rush events.**

0 Points	1 Point	2 Points	3 Points
The organization did not hold additional rush events.	The organization held one additional rush event.	The organization held two additional rush events.	The organization held three or more additional rush events.

**Pioneer Section: 16 Points Possible**  
**In this section, your organization can use a combination of all four pillars to gain bonus points.**

<b>1. The organization submitted pictures/PR from events.</b>			
<b>0 Points</b>	<b>1 Point</b>	<b>2 Points</b>	<b>3 Points</b>
No events submitted to the Greek Senate Publicity Chair, Tor Echo and Alfred Sun.	One event submitted to the Greek Senate Publicity Chair, Tor Echo or Alfred Sun.	Two events submitted to the Greek Senate Publicity Chair, Tor Echo and Alfred Sun.	Three or more events submitted to the Greek Senate Publicity Chair, Tor Echo and Alfred Sun.

<b>2. The organization attended extra school events – not including the events listed at top in the mandatory section.</b>			
<b>0 Points</b>	<b>1 Point</b>	<b>2 Points</b>	<b>3 Points</b>
The organization attended no extra school events.	The organization attended five to nine events.	The organization attended ten to fourteen events.	The organization attended fifteen or more events.

<b>3. The organization co-hosts events with other clubs and/or organizations. This does not include other Greek organizations. Events could include Late Night Events, APB events, rush events, philanthropy events, etc.</b>					
<b>0 Points</b>	<b>1 Point</b>	<b>2 Points</b>	<b>3 Points</b>	<b>4 Points</b>	<b>5 Points</b>
The organization did not co-host an event with another club/organization on campus.	The organization co-hosted one event with another club/organization on campus.	The organization co-hosted two events with another club/organization on campus.	The organization co-hosted three events with another club/organization on campus.	The organization co-hosted four events with another club/organization on campus.	The organization co-hosted five or more events with another club/organization on campus.

4. The organization attended non Alfred State College events. These events include Alfred University events, charity events and events hosted by the Village of Alfred.					
0 Points	1 Points	2 Points	3 Points	4 Points	5 Points
The organization did not attend any non-Alfred State College events.	The organization attended one non-Alfred State College event. They have proof that they attended the event by showing pictures, tickets, flyers etc.	The organization attended two non-Alfred State College events. They have proof that they attended the event by showing pictures, tickets flyers etc.	The organization attended three non-Alfred State College events. They have proof that they attended the event by showing pictures, tickets flyers etc.	The organization attended four non-Alfred State College events. They have proof that they attended the event by showing pictures, tickets flyers etc.	The organization attended five or more non-Alfred State College events. They have proof that they attended the event by showing pictures, tickets flyers etc.

## V. Membership & Recruitment

Membership & recruitment (rushing and pledging) is a place in Greek life where fraternities and sororities clearly differ from other student groups. It is a process that can be fun, exciting, and a tremendous learning experience for students. Limiting membership numbers and establishing high standards in selection within appropriate guidelines is in itself not necessarily a problem. However, rushing and pledging have also been activities where abuses have traditionally and repeatedly occurred throughout the nation.

### A. Policies & Procedures

Therefore, in order to establish a rush and pledge process that is sensitive to the traditions of current chapters; and that:

- ◆ does not interfere with the scholastic pursuits of students;
- ◆ does not interfere with the lives of students not wishing to affiliate with fraternities and sororities;
- ◆ does not interfere with the normal day to day operation of the College;
- ◆ allows students to make educational choices;
- ◆ promotes objective, non-discriminatory selection;
- ◆ promotes inter-fraternity/sorority cooperation and a positive fraternity/sorority image;
- and
- ◆ is a positive experience for the rushee and pledge;

The following policies and procedures must be adhered to:

1. All students pledging must be regularly enrolled students and **have at least a 2.0 cumulative grade point average**. Students pledging must also be in at least their second semester as a full time college student, whether transferring in to Alfred State or as a second semester Alfred State student. In addition, a list of prospective pledges must be submitted to the Office of Student Engagement and meet all College requirements for pledging prior to the beginning of a pledge period.
2. All rush programs, pre-rush activities and post-rush activities must be alcohol-free and no rush or pledge program may promote the exploitation of the opposite gender or be demeaning to any student's race, gender, sexual orientation, religious preferences or color. All programs must be in compliance with the campus pledging policies that describes permissible and prohibited pledging, rush and induction activities.
3. No pledge processes or activities can begin until the beginning of the third week of the term, and only when authorized by the Office of Student Engagement, and must end one (1) week prior to the beginning of final examinations.
4. The purpose of all rushes and pledge programs shall be to develop leadership, character, and knowledge of the group's activities. Alcohol and drugs should not be in any way a part of the rush or pledge process.
5. Rushees must be informed of financial and other obligations of membership prior to pledging/intake education.

6. Pledges may withdraw from pledging at any time.
7. Students may only pledge one fraternity or sorority at a time.
8. Pledge activities shall not interfere with classes, academic activities or requirements, and/or pledge work schedules. Those pledges whose class and work schedules conflict with scheduled pledge activities must be excused from those activities and/or those activities must be rescheduled for such a time when they do not interfere with a pledge's work and/or class schedule.
9. Each pledge activity must be purposeful in keeping with the College's mission of education and human development.
10. The College recognizes the following as legitimate purposes of pledging:
  - To inculcate the pledges with the ideology, history and ceremonies of the fraternity or sorority.
  - To instruct pledges on their purpose and responsibility to the fraternity or sorority, to the College, and to the community.
  - To broaden the understanding between fraternity brothers/sorority sisters and the pledges and to promote a sense of unity between members and pledges.
  - To carry out activities of campus and civic value.
  - To continue the tradition of fraternity and sorority membership as a matter of special pride and achievement as long as these traditions do not violate these or other College policies or place the perspective member in physical/emotional jeopardy.
  - Meaningful activities include activities that teach leadership, teamwork, conflict resolution, communication, fundraising, community service, academic success, career preparedness and do not involve physically dangerous, harassing, or mentally abusive or harassing activities.

### B. Auxiliary Groups Prohibited

Fraternities and sororities are expected to refrain from affiliation with any type of auxiliary organization. An auxiliary organization is defined as one that does not have an independent existence and for which the primary purpose is to promote and support another dominant organization. Thus, "little brother" groups of sororities and "little sister" groups of fraternities are prohibited.

### C. Anti-Hazing Regulations

Hazing and/or harassment of pledges and members is strictly prohibited as stipulated by the New York State Law and the College's Student Conduct Code which states:

Examples of violations for hazing include any activity that causes physical hardship, physical exposure or abuse, forced or required consumption of any substance, psychological abuse or humiliation, forced servitude, required activities prohibited under state law, and/or activities that interfere with normal sleep or study schedules. A more descriptive set of examples can be found in the following section titled "Hazing Examples." Violators may also be subject to arrest, incarceration, prosecution, and/or fines under state law.

## D. Hazing Examples

Alfred State specifically prohibits any recognized student organization from engaging collectively or individually in the following practices in connection with initiation into or affiliation with any organization. The following are provided as specific examples of hazing activities, but these are not considered to be all-inclusive of activities that may be considered hazing since it is impossible to anticipate every situation that may involve reckless or intentional endangering of a person's mental or physical health.

- Forced or required participation in physical activities such as calisthenics, exercises, games, servitude, or "make work" activity.
- Forced, required, or condoned application of foreign substances to the body resulting in lewdness or a potential for ridicule or bodily harm (such as tattooing or branding).
- Participation in activities that involve illegal acts, such as ditching pledges and kidnappings.
- Creation of excessive fatigue and stress through deprivation of privacy or sufficient sleep (defined as a minimum of six consecutive hours per day) or decent and edible meals.
- Deprivation of access to means of maintaining a normal schedule of bodily cleanliness (including a minimum of one shower per day).
- Forced or required consumption of any food, liquor, drug, or any other substance (including raw meat, onions, salt water, etc.)
- Forced or required conduct that would embarrass or negatively affect the dignity of the individual, such as forced nudity or partial nudity, including coercing or allowing an individual to dress in a degrading manner as part of initiation or affiliation with a group.
- Forced, coerced, or permitted consumption of excessive amounts of alcohol.
- Forced or required use of drugs and/or illegal/controlled substances.
- Use of physical brutality (including paddling; striking with fists, open hands, or objects; and branding)
- Participation in, or creation of, situations which cause psychological harm or substantial emotional strain, such as causing a member or pledge to be the object of malicious amusement or ridicule or other verbal abuse, causing embarrassment or shame to a member or pledge, or compromising the dignity of a member or pledge.
- ♦ In addition, if any organization sends rushees or pledges to another organization to participate in any activity as described above, both organizations are responsible for hazing. Past examples include abandoning pledges at another house to do whatever one wants to do with the pledges.

Hazing conduct may result in charges under College regulations (titled Hazing and Maintenance of Public Order, Disorderly Conduct), withdrawal of chapter recognition as described in this document, campus judicial charges against individual students, and/or the arrest of individuals.

\* These policies and procedures are the result of a collection of campus policies on Greek life that include the U. of Massachusetts, U. of Georgia, Penn State, Cornell University, M.I.T, Baylor University, Howard University, Grambling, Indiana U., Hofstra University, S.U.N.Y. Binghamton, University of Maryland at

College Park, S.U.N.Y. Stony Brook, Georgia Tech, Baylor University, SUNY New Paltz and SUNY Oneonta.

### ***Annual Pledge to College and Local Community***

*The (insert name of organization) acknowledges the responsibility the organization has to conduct its affairs in a manner that will be a credit to the local community, the College, and individual members of the chapter. The organization pledges the following:*

- *To comply with local, state, and federal laws*
- *To abide by all College policies and regulations*
- *To develop membership practices that encourage participation by students irrespective of race, creed, national origin, age, disability, or sexual orientation*
- *To adopt, maintain, and conduct business in accordance with a constitution or set of by-laws to promote intellectual and social development of chapter members*
- *To engage in College and civic engagement projects*
- *To participate in the fraternity and sorority governance system at the College*
- *To develop opportunities for leadership and service for chapter members*
- *To establish and follow an educational and constructive pledge program consistent with Alfred State's Anti-Hazing Regulations and Procedures*
- *To exercise sound fiscal management and record keeping*
- *To respect the rights of others both on and off campus*
- *To refrain from affiliation with any type of auxiliary*
- *Maintain an organizational grade point average of 2.0 each semester.*
- *Promote academic excellence and intellectual activities related to the academic mission of the college.*
- *Promote and practice high standards of ethics.*
- *Observe state, federal, county, town, and village laws and regulations and community standards.*
- *Participate in college educational training programs for Greek leaders.*

# Section 6

## Additional Information

## **Off-Campus Greek Housing**

### Organizational Eligibility Requirements

- ◆ Organizations of individual members must demonstrate the availability of appropriate, housing code compliant residency in the Village of Alfred 30 days prior to the beginning of the semester the student assumes off-campus housing. The organization must provide a current, valid certificate of occupancy and the facility must meet all local, state, and federal safety codes at the time of occupancy. Annual recertification (proof of code compliance) will be provided at the start of each academic year at the organization's expense.
- ◆ The organization should submit a detailed financial plan that addresses the anticipated cost of communal residency. As part of that plan, the organization must demonstrate sufficient eligible membership to fund the cost of operation and must enter into a binding agreement with the College to refuse residency to non-members (independents and honoraries). Annual updates to this financial plan will be submitted prior to the start of each academic year.
- ◆ The organization will be in good standing in Alfred community (i.e. no disruptive behavior, noise complaints, ABC violations or criminal action pending at any residence where a member resides off-campus) and with the College (i.e. no pledging violations or disciplinary charges in past 12 months or actions, and demonstrable evidence that the organization is in full attendance at all Greek Senate meetings). Organizations will acknowledge in advance and in writing that the opportunity for off-campus residency is a privilege, not a right and that violation of civil or criminal law or campus policies by the group will result in revocation of privilege for its members. With that revocation, members will be expected to resume campus residency at the start of the next semester, without exception.
- ◆ The combined active membership must demonstrate a cumulative grade point & prior semester average of 2.20 or better (2014-15 will be 2.25 and 2015-16 will be a 2.50). Organizations will acknowledge in advance and in writing that the opportunity for off-campus residency is a privilege, not a right and that failure to attain G.P.A. requirements will result in revocation of privilege for its members. With that revocation, members will be expected to resume campus residency at the start of the next semester, without exception.

### **Organizational Co-habitation:**

- Organizations cannot live within the same structure, unless that structure has two different residences as defined by code. (For Example, Organization A, cannot have two members from Organization B, who just happens to be a sister organization, live with them to meet the capacity needs). Organizations that are approved to live off campus must do so as a sole entity so that they may benefit and be accountable for their actions, without affecting those from another organization or individually.