



EMORY

Office of Sorority & Fraternity Life  
Division of Campus Life

## ANTI-HAZING POLICY

**Preamble:** Emory University prohibits any practice of mental or physical hazing of prospective members, new members, or active members in any activity facilitated by individual(s) or where chapter members are present in which hazing behavior is demonstrated. Each fraternity and sorority chapter must constantly evaluate the purposes and aims of its new member education program to ensure it is making a positive contribution toward the development of new members. This policy applies to all recognized fraternities and sororities at Emory University.

**Definition:** Hazing is a broad term encompassing any action or activity which inflicts or intends to cause physical or psychological harm or causes anxieties which may demean, degrade, disgrace, harass, or humiliate any person regardless of location, intent, or consent of participants. In addition these acts do not contribute to the positive development of the student.

Prohibited behavior may include anything in which the chapter is not encouraging prospective, active, or new members' physical and psychological well-being. Examples include, but are not limited to, anything that would affect a person's ability to eat, sleep, feel safe and secure, attend classes/work, and/or participate in campus activities.

***The Official Code of Georgia, [Titles 16 and 17]:  
Definition of Hazing***

*(1) "Haze" means to subject a student to an activity which endangers or is likely to endanger the physical health of a student, regardless of a student's willingness to participate in such activity. (2) "School means any school, college or university in this state. (3) "School organization" means any club, society, fraternity, sorority, or a group living together which has students as its principal members. (4) "Student means any person enrolled in this state. (b) It shall be unlawful for any person to haze any student in connection with or as a condition or precondition of gaining acceptance, membership, office, or other status in a school organization. (c) Any person who violates this Code section shall be guilty of a misdemeanor of a high and aggravated nature (Code 1981, §16-5-61, Enacted By Ga. L. 1988 p. 694, 1; Ga. L. 1990, p. 1690, §1).*

***Penalty***

*Punishment for misdemeanors of a high and aggravated nature: (a) A person who is convicted of a misdemeanor of a high and aggravated nature shall be punished by a fine not to exceed \$5,000.00 or by confinement in the county or other jail, county correctional institution, or such other places as counties may provide for maintenance of county inmates, for a term not to exceed 12 months, or both provided, however, that a person convicted of a misdemeanor of high and aggravated nature which was committed by an inmate within the confines of a state correctional institution and sentenced to confinement as a result of such offense shall be sentenced to confinement under the jurisdiction of the Board of Corrections in a state correctional institution or such other institution as the Department of Corrections may direct for a term which shall not exceed 12 months. In all cases of a conviction of a misdemeanor of a high and aggravated nature, the sentencing court shall retain jurisdiction to amend, modify, alter, suspend, or probate sentences under this Code section at any time; but in no instance shall a sentence imposed under this Code section be modified in such a manner as to increase the amount of fine or the term of confinement. (b) Notwithstanding any laws to the contrary, a person sentenced for a misdemeanor of a high and aggravated nature may earn no more than four days per month earned time allowance (Code 1933, §27-250006.1, enacted by Ga. L. 1970, p. 236, 11; Ga. L. 1985, p. 283, §1; Ga. L. 1997, p. 1526, §2; Ga. L. 2000, p. 1111. §1).*

Some activities are easily categorized as hazing, while others are not. Any requirement by a member which:

- 1) compels a prospective or new member to participate in any activity which is illegal;
- 2) is known to be contrary to a prospective or new member's moral or religious beliefs, or

3) is contrary to the policies of Emory University or the chapter's national policy may be considered hazing. If you are not sure, consider the following questions:

- Is this activity an educational experience? If so, how?
- Does this activity promote the founding values of the organization?
- Do new and initiated members participate equally in this activity?
- Would you be willing to allow parents or law enforcement officials to witness the activity?
- Would you be able to defend the activity in a Court of Law?
- Would a Fortune 500 corporation use this activity for training?
- Is this activity valued in and of itself? Why?

### Anti-Hazing and the New Member Process

Any new member program should strive for the familiarization of each new member with members of the chapter and with the other new members. Such programs should be meaningful, constructive, and in no way detrimental to the academic pursuits of the individual. In addition, all students are expected to abide by the Undergraduate Code of Conduct.

#### Chapter Requirements

1. The following requirements have been established to prevent any activity which is detrimental to the academic performance of a prospective, new, or active members, and to eliminate any form of hazing:
  - a. Overnight residence activities by prospective, new, or active members can be permitted if they do not interfere with classes or academic achievement (tests) and/or the sleep requirements of prospective and new members **and** are consistent with the national policy. The Director of Sorority and Fraternity Life must pre-approve these activities.
  - b. Activities occurring outside the chapter facility must be constructive. Examples are community service projects and social events. Scavenger hunts in any form are not permitted. All individual or group activities must comply with the standards established by the Emory Undergraduate Code of Conduct. **All New Member/Membership Intake Process or initiation activities outside the chapter facility must be registered with the National Organization and the OSFL for review two (2) weeks prior to the proposed activity date.**
  - c. Any prospective, new, or active member who is required, consistent with the above stipulations, to stay overnight at a fraternity or sorority facility must be allowed at least eight (8) continuous hours of sleep during this period and this must be in accordance with the national policy.
  - d. A normal number of meals (three meals for every 24 hours) shall be served to any new member during the period he/she is to be in the house. Meals must be adequate, edible, and in no way repulsive to the new member. In addition, there shall be no requirements by the chapter or individuals in the chapter as to when, where, and how prospective, new, and active members may eat (i.e. no avoiding Cox Hall or the DUC Food court, not eating certain color foods, etc.).
  - e. Chapters and individuals are not permitted to encourage or instruct prospective, new, and active members from avoiding certain highly visible locations such as the Dobbs University Center or Cox Hall.
2. Each chapter's new member educator must, within one week after the beginning of the New Member/Membership Intake Process, come to the OSFL and sign out one copy of these guidelines to be distributed to each new member and returned within seven (7) days.
3. Prior to the New Member or Membership Intake process, current national new member or membership intake policies are to be submitted to the OSFL.
4. The President and New Member Educator shall be responsible for ensuring that the chapter complies with this policy. Within one week after the beginning of each semester, the President and New Member Educator shall sign a statement acknowledging their responsibility. Failure to sign this statement will be deemed a violation of this policy.
5. A chapter process must be in place for prospective, new, or active members to question, or refuse to participate in any activity. This questioning, or refusal to participate in an activity should not jeopardize his/her goal of initiating into the fraternity or sorority. This process should be shared in writing with the Director of Sorority and Fraternity Life prior to the beginning of the beginning of the New Member/Membership Intake process.

#### Adjudication of Alleged Violations

1. All alleged violations of the above policies will be investigated by the Office of Student Conduct. Alternatively, the Director of Sorority and Fraternity Life may refer any case to the Office of Student Conduct and the applicable Undergraduate Code of Conduct shall govern the proceedings thereafter. Failure to adhere to these policies may cause the chapter to be subject to an Office of Student Conduct investigation.
2. The Senior Vice President and Dean for Campus Life has jurisdiction over all student organizations, student government, and fraternities and sororities. In addition, the Senior Vice President has the responsibility and authority to discipline such organizations and, for various violations including hazing, may choose to handle such cases in a direct and expedient manner.
3. Possible sanctions for chapters found in violation include, but are not limited to:
  - a) loss of the privilege of living in the/or a chapter house/lodge for a time period to be determined by the Office of Student Conduct.
  - b) loss of campus recognition and/or other privileges
  - c) loss of social privileges

### PROHIBITED ACTIVITIES

In addition to other activities prohibited herein, the following are specifically prohibited:

1. Exercises, calisthenics, standing in a fixed position, or any other physical demands
2. Total or partial nudity at any time
3. Unwanted or harmful eating, smoking, or ingesting of legal or illegal substances
4. Paddling or striking in any manner
5. Physical contact directed at prospective or new members only
6. Throwing any substance on or at a prospective or new member
7. Forcing prospective or new members to drink alcoholic beverages by threat or peer pressure
8. Placing prospective or new members in confining, uncomfortable areas or positions
9. Acts of personal servitude for actives or by anyone for anyone
10. Requiring apparel of the opposite sex to be worn in public places or requiring apparel that normally would not be worn
11. Assigning pranks such as stealing, painting objects, or harassing other organizations
12. Calling prospective or new members demeaning names
13. Screaming, cursing, yelling at prospective or new members
14. Tying members up in any manner
15. Bright lights directed at prospective or new members
16. Sleep and/or food deprivation
17. Deception
18. Carrying an object solely for the purpose of carrying the object
19. Requiring the carrying of items such as rocks, matches, and gum
20. Blindfolding of prospective or new members at any time other than actual initiation ritual
21. Activities after 11 pm on weekdays and 12 am on weekends unless preapproved by the Director of Sorority and Fraternity Life
22. Scavenger Hunts
23. Required Marking, Tattoos, or Branding during the New Member or Membership Intake Process
24. Wake up calls, assigned calling or any type of phone duty unless stated in national policy
25. Preventing/Restricting Class Attendance
26. Completing tasks in order to obtain signatures
27. Preventing personal hygiene
28. Treating a person in a demeaning manner
29. Conducting activities which do not allow adequate time for study
30. No line-ups or marches during pre-membership activities or membership intake.

All chapters are expected to abide by their national guidelines in all areas of recruitment, new member process, and membership intake. Failure to do so may result in a conduct investigation.

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