

LANGUAGE OF HAZING POLICY REGARDING the SELF-GOVERNANCE of HAZING WITHIN THE GREEK COMMUNITY at the University of Michigan

Article I - Introduction

- A. The Interfraternity Council, Multicultural Greek Council, the National Pan-Hellenic Council, and the Panhellenic Association strive to maintain a safe environment in which students know that they will not be subject to hazing when joining or affiliating with any fraternity or sorority under these governance structures at the University of Michigan.
- B. Hazing is a destructive approach to assimilation into membership in an organization. Possible results of hazing include but are not limited to mental and physical harm, injuries and/or deaths. Nearly 90% of states have enacted anti-hazing legislation, many of which include criminal penalties; Michigan law criminalizes hazing when there is a physical injury. Hazing stems from a power differential between members, often based on a hierarchical membership structure.
- C. Activities associated with membership in a student organization should contribute to the positive development of the person. Activities intended to assimilate a student into the organization should focus on the purposes, values and goals of the organization. Membership activities should be positive, educational, intellectually challenging, and fun, and should conscientiously avoid placing the student in danger or potentially causing harm.
- D. The four councils take a firm stance against hazing and will promote an environment that facilitates positive member experiences in accordance with organizational, community, and University values.
- E. Given the importance of this issue within the Greek Community, both a proactive Hazing Task Force (HTF) and responsive Hazing Response Team (HRT) are outlined in this internal policy.

Article II - Definition

- A. Hazing is defined as any action or situation, with or without consent of the participants, which recklessly, intentionally or unintentionally, endangers the mental, physical, or academic wellbeing of a student.

This includes, but is not limited to, any situation which:

- creates a risk of injury to any individual or group
- causes discomfort to any individual or group
- causes embarrassment to any individual or group
- involves harassment of any individual or group
- involves degradation of any individual or group
- involves humiliation of an individual or group
- involves ridicule of an individual or group

- involves or includes the willful destruction or removal of public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in a Greek Organization of the Interfraternity Council, Multicultural Greek Council, National PanHellenic Council and the Panhellenic Association at the University of Michigan.
- B. Examples include, but are not limited to:
- a. Any brutality of a physical nature such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquid, drug, or other substance.
 - b. Any activity which would subject the student to extreme mental stress such as sleep deprivation, forced exclusion from social contact, impairment of physical liberties, or interfering with the students' academic endeavors.
 - c. Any activity that compromises a student's emotional health and wellbeing.
 - d. Any activity of a prescribed sexual nature such as lewd or provocative dress, sexual acts, or sexual statements.
 - e. Any activity that causes a student to violate any University of Michigan policy.
- C. As a guideline, if you see "RHED" (ridicule, harassment, humiliation, embarrassment, degrading, discomfoting, demeaning), the activity is probably hazing and should be abandoned.

Article III – Hazing Response Team

- A. Role – the University of Michigan Hazing Response Team (HRT) serves an investigative body in the event that a reported hazing allegation is appropriate for an internal investigation.
- B. Membership
 - a. Members of the Hazing Response Team will be comprised of carefully selected individuals within the University of Michigan community. It may include but is not limited to professional staff members within and outside the Division of Student Life as well as graduate students.
 - b. A timeline will be developed each year by the Office of Greek Life staff to recruit and train the Hazing Response Team.
 - c. The Office of Greek Life will annually train members of the Hazing Response Team in conjunction with support from other Student Life and institutional staff.
- C. Duties
 - a. Attend all functions in association with their role
 - b. Participate in all training, meetings and events related to their role
 - c. Coordinate with designated Office of Greek Life staff member to maintain up-to-date, transparent investigation procedures that align with industry best practices.
 - d. Provide impartial and fair analysis of information collected through an investigation to determine next steps.
 - e. Maintain accurate and complete records of investigations to be kept on file in the Office of Greek Life.

- f. Determine a finding as a result of an investigation into an alleged hazing incident.
- g. Issue a report outlining the investigation, information gathered, and final determination.

Article IV – Investigative Procedure

A. Receipt of hazing allegation

- a. Allegations of hazing may come to staff members in the Office of Greek Life in a number of ways including but not limited to: emails, the hazing hotline, phone calls, police or residence hall reports, CARE reports, in person, medical emergencies, etc.
- b. All allegations will be recorded on designated report form in the Office of Greek Life.
- c. Upon receipt of a hazing allegation the process outlined below will go into effect.
- d. The council advisor, council liaison, and other university staff members will work diligently to ensure that each allegation is investigated fully, fairly, and consistently for all parties involved. Additionally, the Office of Greek Life will partner with organizational representatives in the event of an investigation.

B. Steps upon receipt of hazing allegation

- a. Step 1 – Greek Life Staff member fills out a violation sheet and determines where violation(s) to this policy or the Student Organization Accountability and Recognition (SOAR) policy may have taken place.
- b. Step 2 – The Director of Greek Life and corresponding council advisor determine the severity of the allegation and how to proceed (see step three). NOTE: Reports of physical harm, sexual misconduct, interpersonal violence or other criminal activity are immediately referred to law enforcement, Office of Institutional Equity, representatives appointed by the inter/national organization, or other appropriate investigatory process. Staff will work collaboratively with the partners listed above.
- c. Step 3 – Allegations of hazing fall into two categories depending upon the severity of the allegation. Category One allegations are actions or activities that go against University of societal ideas of standards of conduct, behavior and good taste. An activity or attitude directed towards any new or active member which ridicules, humiliates, or embarrasses intentionally or unintentionally. Examples include: isolating new members, name calling or making up racist, sexist, homophobic, etc. nicknames, requiring new members to carry objects, instilling fear in new members with what might happen at Initiation or group events, scavenger hunts or treasure hunts, etc. Category Two allegations are actions or activities that cause mental anguish

or physical discomfort. These actions and activities usually cause confusion, frustration, or unnecessary stress. Activities may also cause physical or emotional harm. Examples include: kidnapping or abandonment, verbal abuse, any form of questioning under pressure or in an uncomfortable position, requirement new members to wear ridiculous costumes or perform ridiculous activities, requirement personal service to older members, “hell week” activities, focused alcohol consumption, forced ingestion of any liquid or substance, sexual violation, and assault. Upon receipt, Greek Life staff will determine which category the allegation falls into and proceed accordingly:

- i. Category One – Council executive board liaison and chapter president are notified within three (3) school/business days. Process proceeds as follows:
 1. Schedule an initial meeting with the chapter president to explain the investigation process, share information as appropriate, and give the president a copy of the violation sheet. Chapter President will be instructed to call their advisor, headquarters (as appropriate), meet with officers and other members to find out information, and complete the written response within five school/business days.
 2. A follow up meeting is scheduled between the council advisor, council executive board liaison, chapter President, and any other relevant parties to discuss the written response. There are two possible outcomes of the meeting:
 - i. An agreement to the responsibility of the accused organization is reached and sanctions are agreed upon (if applicable). During this meeting it may also be determined that a violation of policy did not take place. Within one week, the council advisor and council executive board liaison will generate a summary of the follow up meeting and any follow up measures. The chapter president, council executive board liaison and council advisor will sign off on this document. The council advisor and council executive board liaison will assist with the monitoring of applicable follow up measures.
 - ii. If an agreement to the responsibility of the accused chapter is not reached, the Hazing Response Team may be called in to investigate, and a complaint form may be filed with GARP or SOAR. GARP or SOAR procedures proceed as outlined by each respective organization’s bylaws or handbook. The Hazing Response Team will be notified about the investigation immediately following the end of the meeting.

- ii. Category Two - The Hazing Response Team will be notified within one business/school day that an investigation needs to take place. Process proceeds as follows:
 - 1. Council executive board liaison and chapter president are concurrently notified within 24 hours.
 - 2. HRT investigative process begins.

C. Investigative Process by HRT

- a. The Hazing Response Team will determine the investigative process for each individual case. An investigation may include interviews with chapter officers, members, and potential witnesses. In some instances, where a parallel Office of Student Conflict Resolution, Office of Institutional Equity and/or criminal investigation may be applicable this process may defer or be temporarily delayed. Office of Greek Life staff members will maintain communication with appropriate organizational representatives.
- b. A designated member of the Hazing Response Team will contact the chapter President to discuss the investigative process within three business days of receipt of an allegation.
- c. A designated member of the Hazing Response Team will coordinate logistics for an investigation.
- d. Within five (5) business days of the conclusion of an investigation, the Hazing Response Team will complete a report of the findings and determine whether or not further action is warranted. A copy of this report must be submitted to the Director of Greek Life and/or Dean of Students.
- e. Within five (5) business days of the conclusion of an investigation, the council executive board liaison and chapter president are notified of the findings of HRT during a scheduled meeting. Organizational representatives will be notified of the results in a phone conversation.
- f. If the HRT investigation determines that violation of policy occurred and a Greek Activities Review Panel (GARP) or Student Organization Accountability and Recognition (SOAR) complaint needs to be filed, the complaint should be turned in within five school days.
- g. If a complaint needs to be filed with GARP or SOAR, the Hazing Response Team becomes the complainant. GARP or SOAR timelines and procedural guidelines will take effect as soon as the complaint is filed. Any appeals to decisions would follow GARP and SOAR procedures.

Article V – Hazing Task Force

- A. Role - The Hazing Task Force (HTF) serves as an educational organization that focuses on hazing prevention. The HTF provides educational support and programming in collaboration with regulatory bodies such as the Greek Activities Review Panel (GARP), Office of Greek Life Staff, and other University entities, as appropriate. The HTF aims to educate chapters about hazing and specific practices and behaviors that could be damaging to individuals, chapters, and/or the Greek Community as a whole. The Hazing Task Force takes a firm stance against hazing while establishing cooperative and pro-active relationships within the Greek Community.
- B. Membership
 - a. The Hazing Task Force shall be comprised of up to eight general task force members and four council executive board liaisons (Interfraternity Council Executive Vice President; Multicultural Greek Council Vice President; National Pan-Hellenic Council Vice President; and Panhellenic Association Executive Vice President).
 - b. There must be a minimum of one general task force member from each council. The remaining four spots may be filled by members of any council.
 - c. Members of HTF must be in good standing with their individual fraternity or sorority.
 - d. HTF general members shall be selected during the normal election period of the Council to which they belong and serve a term of one year. MGC and NPHC HTF members will serve from May to April and IFC and Panhellenic HTF members will serve from January to December.
 - e. In the event a general HTF member is not meeting their responsibilities they may be dismissed by the suggestion of the appointing liaisons and after a vote of that individual's corresponding council executive board. Replacement would occur in the same fashion of the original appointment.
 - f. In the event that a council executive board liaison is a member of an accused chapter, they may be asked to recuse themselves from both category one and two processes and any subsequent educational work. Another executive board member from their council executive board will take their place. Liaisons and executive boards will work with Office of Greek Life staff to determine the best course of action.
 - g. The Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council and the Panhellenic Association shall outline the procedures for selecting members to the Hazing Task Force in either their constitution or bylaws.
- C. Duties of Council Liaisons
 - a. Serve as the primary contacts for each council to oversee appointment of members, coordinate educational efforts, and work with Office of Greek Life staff on organizational and individual support.
 - b. Monitor the hazing hotline (hazinghotline@umich.edu) along with the designated staff member in the Office of Greek Life

- c. Plan training for Task Force Members with the four Councils and Greek Life Staff
 - d. Coordinate with HTF members the year round educational efforts for their council and the larger Greek Community including but not limited to Hazing Prevention Week, council specific education, support to chapters/colonies that need assistance after an investigation or allegations, and other programs and partnerships as needed. Review this policy for necessary updates.
- D. Duties of General Members
- a. Attend all functions in association with their office
 - b. Participate in all training, meetings and events related to their office
 - c. Assist with education of policy, hazing prevention, as well as publicizing available resources
 - d. Assist with the year round educational efforts for their council and the larger Greek Community including but not limited to Hazing Prevention Week, council specific education, support to chapters/colonies that need assistance after an investigation or allegations, and other programs and partnerships as needed.

Article VI – Education

- A. Commitment
- a. The University of Michigan Greek Community understands that hazing education is necessary on an annual basis. In providing this education, active engagement of appropriate university resource people will be utilized.
- B. Requirements
- a. The Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council and the Panhellenic Association must outline educational requirements in their constitution or bylaws and fulfill requirements outlined in the Achievement Expectations program.
 - b. The liaison for each council will have primary responsibility for ensuring these requirements are completed annually

Article VII – Accountability and Expectations

- A. Accountability
- a. The President of all Greek organizations under the jurisdiction of the Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council and the Panhellenic Association will complete the officer anti-hazing agreement on behalf of their chapter both September 1 and January 1 for Fall and Winter semesters respectively.
 - b. Each prospective member will complete the membership information card, which includes the anti-hazing acknowledgement, within one week of joining or affiliating with an organization. Each council has the right to enforce stricter guidelines in this matter.

- c. All council executive board officers must sign an acknowledgement of this policy by their first meeting of each semester.
 - d. Members of the Hazing Response Team must sign an acknowledgement of this policy at the beginning of each academic year.
 - e. All members of the Hazing Task Force must sign an acknowledgement of this policy at their first meeting of each semester.
- B. Expectations
- a. The President and New Member Educator/Intake Coordinator(s) are responsible for informing their chapters of the guidelines outlined within this policy. In the event a hazing violation is confirmed, all relevant organizations and/or individuals involved will be held accountable to the full extent of this policy by GARP, HRT, Office of Greek Life staff, and any other relevant University entities. If it is determined the hazing incident was planned and/or facilitated as an organizational activity or involved the leadership, the chapter will also be held accountable.
 - b. Staff members receiving reports will make determinations and referrals to UMPD, AAPD, OIE and other law enforcement or investigatory agencies, as appropriate.
 - c. Staff and students working on investigations and handling allegations will maintain the confidentiality of contact information provided in an allegation.
 - d. The Council Advisor, Council Executive Board Liaison, Hazing Response Team, and other university staff members will work diligently to ensure that each allegation is investigated fully, fairly, and consistently for all parties involved.

Article VIII – Amendments to this Policy

- A. While this policy has been drafted with the best interest of the Greek Community as its focus, the occasion could arise where the policy needs to be amended.
- B. Proposed amendments can be brought to any council liaison for consideration.
- C. When proposed amendments are deemed necessary, the four council executive board liaisons must present the proposed amendments to their councils for consideration.
- D. The policy may be amended by a vote of the Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council and the Panhellenic Association; each council must have a two-thirds (2/3) vote to pass the amendment(s).

Amended – January 2017

IFC (1/26/17), MGC (1/10/17), NPHC (1/12/17), Panhel (1/17/17)

Amended – December 2013

Amended – December 2006

Amended – October 2003

Original passage January 11, 2002