July 9, 2015

TO: New Member Educators
FROM: Clarybel Peguero
Office of Fraternity & Sorority Life

CC: Stephen Bryan, Associate Dean of Students and Director of Student Conduct
    Emma Welch, Panhellenic Association President
    J.T. Ross, National Pan-Hellenic Council President
    Tony Lopez, Multicultural Greek Council President
    Max Schreiber, Interfraternity Council President
    Larry Moneta, Vice President for Student Affairs
    Zoila Airall, Assistant Vice President for Student Affairs

RE: Anti-Hazing Compliance Form

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Anti-Hazing Compliance Form

With each new member class, fraternities and sororities must submit this form to the Office of Fraternity and Sorority Life to certify recognition of and compliance with the University’s Hazing Policy and the Duke Community Standard.

Policy on Hazing

Hazing is a serious infraction of university regulations. The potential for hazing typically arises as part of a student’s introduction to or initiation in an organization (fraternity, sorority, athletic team, or other group) in which there is often a perceived or real power differential between members of the organization and those newly joining it.

Hazing is defined as any action taken or situation created, whether on or off university premises, that is harmful or potentially harmful to an individual’s physical, emotional, or psychological well-being, regardless of an individual’s willingness to participate or its bearing on his/her membership status. Such activities and situations include, but are not limited to:

Level I Violations

- Marching in line
- Road trips
- Wearing apparel which is conspicuous and not normally in good taste, and/or inappropriate for the time of year
- Calisthenics
- Line-ups
- Pledge/Signature books
- Periods of silence
- Standing for a length of time
- Personal servitude
Activities that would not normally construe hazing but because of time, place, or manner make them inappropriate

**Level II Violations**

- Sleep deprivation or interruption of consecutive sleep hours
- Expected or forced consumption of food, drink (including alcohol), or other substance
- Acts of humiliation or degradation (including streaking or wearing degrading or humiliating apparel)
- Restrictions on eating or bathing
- Acts that disrupt academic instruction or learning of others
- Interruption or interference of academic commitments

**Level III Violations**

- Branding
- Paddling in any form
- Compromising (sexual) situations

Both individuals and groups may be held accountable under this policy. The action of even one member of a group may result in both individual and group responsibility. The following questions can help individuals/groups assess the appropriateness of an activity:

- Does the activity promote and conform to the ideals, values, and mission of both the university and the organization?
- Is it an activity that all members (current and initiates) engage in together?
- Would the group’s advisor, that national headquarters of a fraternity/sorority, and/or other university officials approve of the activity?
- Will this activity increase new members’ respect for the group and all members of the group?
- Is the activity free of mental anguish or physical discomfort?
- Does the activity have inherent value in and of itself?

[Adapted from the Fraternity Executive Association, the North American Interfraternity Conference, Inc., and Washington University.]

Any individual or group found responsible for hazing will be subject to sanctions outlined in the disciplinary process, including, but not limited to: disciplinary probation, social suspension, suspension of charter, restrictions on member recruitment and/or group activity, removal of the individual from the group, loss of housing privileges, suspension, and/or expulsion. Sanctioning will increase with the level of violation and any previous hazing violations. (Levels of violation listed above are guidelines only and may change given particular circumstances of a violation.) Students should also be aware that hazing is a misdemeanor under North Carolina state law.

If you have any questions, please contact me in the Office of Fraternity and Sorority Life or the governing council representing your chapter at (919) 684-9401.
Anti-Hazing Agreement for Chapter Officers
The officers of this organization have read and understand the University’s Hazing Policy. Further, we have informed the members of our organization of the contents of the University’s Hazing Policy. All activities sponsored and/or required by our organization are in compliance with this policy. Please print and sign your name.

President

Vice-President

Vice President

Intake Coordinator / New Member Educator

Intake Coordinator / New Member Educator

Intake Coordinator / New Member Educator

Intake Coordinator / New Member Educator

Treasurer

Secretary

Chapter Advisor

Date

Date

Date

Date

Date

Date

Date

Date

Date

Date

Date
Anti-Hazing Agreement for New Members

We have read and understand the University Hazing Policy and reviewed the list of actions that may be considered hazing. We also understand that regardless of what a policy states, we know it is hazing if we are unwilling to tell our headquarters or chapter advisor, unwilling to tell the Greek advisor, unwilling to tell our parents, or unwilling to have the student newspaper interview us about the activity.

We also affirm that we will not allow anyone to violate or abuse our rights as individuals, the Hazing Policy, or North Carolina state laws on hazing. Should any violation occur, we agree to contact Duke Police, a staff member within the Office of Fraternity and Sorority Life, and/or the Dean of Students Office.

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