



## Greek Life New Member Education Request Packet

Please return all required documents to the Office of Campus Activities, Service & Leadership at least 1 week prior to the start of any new member education activities. All documents must be approved by CASL prior to the start of the new member process.

Current Semester: \_\_\_ Fall \_\_\_ Spring      Year: \_\_\_\_\_

Organization Name: \_\_\_\_\_

Name of Person Submitting Packet/Position: \_\_\_\_\_

WP Email Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

### Check List of Required Items:

- Full list of all potential new members/interests with their email addresses and phone numbers
- A copy of your Calendar of Events & New Member Education Plan
- Dates, time, location for all on-campus reserved spaces for new member activities (**attach 25 Live confirmations**)
- A copy of your national organization's hazing policy (**please attach**)
- List of approved alumni/non-WP students involved in the new member education process. Be sure to include their contact information, roles and responsibilities, and documentation confirming they're approved by your national office
- Signed Anti-Hazing Agreements

## **Greek Organization New Member Education Policy**

### **Revised 12/3/18**

1. Prior to being approved by Campus Activities, Service and Leadership (CASL) to conduct a new member education process, organizations in good standing must submit to CASL:
  - a list of all potential members / interests,
  - a copy of the organization's new member education plan,
  - a copy of the organization's national hazing policy.

All potential members must attend an Anti-Hazing Workshop and meet the New Member Eligibility Requirements before beginning any new member process <https://www.wpunj.edu/campus-activities/assets/New%20Member%20Eligibility%20Requirements%20-%20Fall%202017.pdf> .

2. All new member recruitment (including pre-member / interest) and education programs must occur on William Paterson University campus in reserved public spaces (not resident hall rooms). New member recruitment and education processes cannot take place in private residences (i.e. alumni homes). Prior to CASL approving the start of any new member activities, organizations must submit the dates/times/locations of all new member activities to their organization's CASL Council advisor (CSIG, IFC, NPC, NPHC, UCGC) and campus advisor. Advisors may visit these activities at their discretion.
3. Organization's national office must approve any chapter alumni or non-student involved in the new member process to verify that these individuals are trained in hazing policies. Prior to CASL approving the start of any new member activities, the national office must provide to the organization's CASL Council advisor and campus advisor a list of all approved alumni or non-students involved in the new member recruitment and education process. CASL staff have the right to deny specific individuals involvement.
4. Organizations that require their potential / interests / new members to participate in regional and/or national activities (i.e. meetings, conferences) may submit a request to the CASL Greek advisor indicating the date, time, location and intended activity. This activity must be endorsed in writing by the regional / national office, and approved by CASL prior to students' participation. These activities must take place in a public location (not a private residence / home).
5. Prior to the approved start of the organization's new member process, the organization's President and New Member Educator must meet with their CASL Council advisor to review the WP Hazing Policy. During the semester that the organization is conducting a new member process, President and New Member Educator must meet with the CASL and student organization advisor to review the new member process and its progress.
6. In addition, all potential new members / interests must schedule a meeting with their CASL Council advisor and campus advisor within 4 weeks of beginning their process. These meetings can occur individually or in small groups.



## Section 2: New Member Education Plan

1. Attach a full calendar of events including informationals, interviews, new member meetings, and initiation date.
2. Provide details on new member activities and events.

**Activity Name:** \_\_\_\_\_

Date: \_\_\_\_\_ Location: \_\_\_\_\_

Start Time: \_\_\_\_\_ End Time: \_\_\_\_\_

Activity Description (*do not disclose official rituals*):

Purpose of activity and any learning outcomes for the activity (What the new member gains from the activity):

**Activity Name:** \_\_\_\_\_

Date: \_\_\_\_\_ Location: \_\_\_\_\_

Start Time: \_\_\_\_\_ End Time: \_\_\_\_\_

Activity Description (*do not disclose official rituals*):

Purpose of activity and any learning outcomes for the activity (What the new member gains from the activity):

**Activity Name:** \_\_\_\_\_

Date: \_\_\_\_\_ Location: \_\_\_\_\_

Start Time: \_\_\_\_\_ End Time: \_\_\_\_\_

Activity Description (*do not disclose official rituals*):

Purpose of activity and any learning outcomes for the activity (What the new member gains from the activity):

**Activity Name:** \_\_\_\_\_

Date: \_\_\_\_\_ Location: \_\_\_\_\_

Start Time: \_\_\_\_\_ End Time: \_\_\_\_\_

Activity Description (*do not disclose official rituals*):

Purpose of activity and any learning outcomes for the activity (What the new member gains from the activity):

**Activity Name:** \_\_\_\_\_

Date: \_\_\_\_\_ Location: \_\_\_\_\_

Start Time: \_\_\_\_\_ End Time: \_\_\_\_\_

Activity Description (*do not disclose official rituals*):

Purpose of activity and any learning outcomes for the activity (What the new member gains from the activity):

**Activity Name:** \_\_\_\_\_

Date: \_\_\_\_\_ Location: \_\_\_\_\_

Start Time: \_\_\_\_\_ End Time: \_\_\_\_\_

Activity Description (*do not disclose official rituals*):

Purpose of activity and any learning outcomes for the activity (What the new member gains from the activity):

**Activity Name:** \_\_\_\_\_

Date: \_\_\_\_\_ Location: \_\_\_\_\_

Start Time: \_\_\_\_\_ End Time: \_\_\_\_\_

Activity Description (*do not disclose official rituals*):

Purpose of activity and any learning outcomes for the activity (What the new member gains from the activity):

**Activity Name:** \_\_\_\_\_

Date: \_\_\_\_\_ Location: \_\_\_\_\_

Start Time: \_\_\_\_\_ End Time: \_\_\_\_\_

Activity Description (*do not disclose official rituals*):

Purpose of activity and any learning outcomes for the activity (What the new member gains from the activity):

**Activity Name:** \_\_\_\_\_

Date: \_\_\_\_\_ Location: \_\_\_\_\_

Start Time: \_\_\_\_\_ End Time: \_\_\_\_\_

Activity Description (*do not disclose official rituals*):

Purpose of activity and any learning outcomes for the activity (What the new member gains from the activity):

### Section 3: New Member Educator & Alumni Contact Information

This form must be completed and returned prior to start of intake accompanied by:

- *Documentation from the Inter/National Headquarters or other proper authority, which indicates permission for the chapter below to conduct membership intake, as well as the approved alumni/non-WP participants.*

#### **CHAPTER INFORMATION**

Organization: \_\_\_\_\_ Chapter: \_\_\_\_\_

Chapter President: \_\_\_\_\_ Email: \_\_\_\_\_

New Member Educator: \_\_\_\_\_ Email: \_\_\_\_\_

Chapter Graduate Advisor: \_\_\_\_\_ Email: \_\_\_\_\_

**WP Chapter Members Involved in New Member Process (include name, role, contact information):**

1.

2.

3.

4.

5.

6.

7.

8.

**Approved Alumni/Non-WP Members Involved in New Member Process (include name, role, contact information):**

1.

2.

3.

4.

5.

6.

7.

8.

## Section 4: Statement on Hazing & Anti-Hazing Agreements

### University Wide Hazing Policy

William Paterson University recognizes that hazing is a destructive act that is counterproductive in any setting. Acts of hazing in any form are not tolerated. Hazing is defined as any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Any person who participates in an act of hazing is subject to disciplinary action. Acts of hazing include, but are not limited to, the following:

#### Subtle Hazing

Behaviors that emphasize a power imbalance between new members/rookies and other members of the group or team. Termed "subtle hazing" because these types of hazing are often taken for granted or accepted as "harmless" or meaningless. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place new members/rookies on the receiving end of ridicule, embarrassment, and/or humiliation tactics. New members/rookies often feel the need to endure subtle hazing to feel like part of the group or team. (Some types of subtle hazing may also be considered harassment hazing).

- Deception
- Assigning demerits
- Silence periods with implied threats for violation
- Deprivation of privileges granted to other members
- Requiring new members/rookies to perform duties not assigned to other members
- Socially isolating new members/rookies
- Line-ups and drills/tests on meaningless information
- Name calling
- Requiring "military" behaviors, such as standing at attention, walking in straight lines, rounding corners, etc.
- Requiring new members/rookies to refer to other members with titles (e.g. "Mr.," "Miss") while they are identified with demeaning terms
- Expecting certain items to always be in one's possession

#### Harassment Hazing

Behaviors that cause emotional anguish or physical discomfort in order to feel like part of the group. Harassment hazing confuses, frustrates, and causes undue stress for new members/rookies. (Some types of harassment hazing can also be considered violent hazing).

#### Some Examples:

- Verbal abuse
- Threats or implied threats
- Asking new members to wear embarrassing, humiliating, or conspicuous attire
- Stunt or skit nights with degrading, crude, or humiliating acts
- Expecting new members/rookies to perform personal service to other members such as carrying books, errands, cooking, cleaning etc.
- Sleep deprivation
- Sexual simulations
- Expecting new members/rookies to be deprived of maintaining a normal schedule of bodily cleanliness
- Be expected to harass others

**Violent Hazing**

Behaviors that have the potential to cause physical and/or emotional, or psychological harm.

**Some Examples:**

- Forced or coerced alcohol or other drug consumption
- Beating, paddling, or other forms of assault
- Branding
- Forced or coerced ingestion of vile substances or concoctions
- Burning
- Water intoxication
- Expecting abuse or mistreatment of animals
- Public nudity
- Expecting illegal activity
- Bondage
- Abductions/kidnaps
- Exposure to cold weather or extreme heat without appropriate protection

**New Jersey Hazing Law**

## § 2C:40-3. Hazing; aggravated hazing

- a. A person is guilty of hazing, a disorderly persons offense, if, in connection with initiation of applicants to or members of a student or fraternal organization, he knowingly or recklessly organizes, promotes, facilitates or engages in any conduct, other than competitive athletic events, which places or may place another person in danger of bodily injury.
- b. A person is guilty of aggravated hazing, a crime of the fourth degree, if he commits an act prohibited in subsection a. which results in serious bodily injury to another person.

## § 18A:3-25. Pledge's Bill of Rights

The Attorney General shall develop a "Pledge's Bill of Rights" which outlines acceptable and unacceptable behavior and activities in regard to the pledge or rushing activities of college and university fraternities and sororities and other similar campus organizations. In developing the bill of rights, the Attorney General shall review the existing pledge and anti-hazing policies and procedures of public and independent institutions of higher education within the State and shall, as appropriate, incorporate those policies into the bill of rights. The Attorney General shall make the "Pledge's Bill of Rights" available to each institution of higher education within the State.

**Acknowledgement of Understanding:**

*Our signatures below certify that we have read, understand, and agree to comply with the William Paterson University Hazing Policy & New Jersey Hazing Law. Failure to adhere to all hazing policies may result in university disciplinary action and/or criminal charges against individual members and/or the entire chapter.*

\_\_\_\_\_  
Chapter President

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
New Member Educator

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Off-Campus Chapter Advisor

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## Section 5: Additional Information

### 1. Important Dates:

- a. Anti-Hazing Workshop #1 – Monday, September 30<sup>th</sup> – 7pm- Ballrooms BC
- b. Anti-Hazing Workshop #2- Thursday, October 3<sup>rd</sup> – 12:30pm – UC 168 A/B
- c. Last Day for New Member Education Programs – Sunday, November 17<sup>th</sup>

### 2. Reminders:

- a. Ensure that your new members attend **ALL** additional new member education workshops. New members will receive the dates for the additional workshops at the Anti-Hazing Workshops.
- b. The chapter's New Member Educator and President must meet with the council advisor to review the WP hazing policy. Be sure to schedule an appointment as soon as possible.
- c. Campus Activities **MUST** approve any events that take place off campus during the new member process prior to the event. An off campus request form must be submitted along with documentation from your national/regional representative endorsing these activities.

### 3. How to Report Hazing:

- a. Campus Activities – General number (973) 720-2271
  - i. Myranda Louis Jean (973) 720-2747 or [barreaum@wpunj.edu](mailto:barreaum@wpunj.edu)
  - ii. Tristan Tosh (973) 720-2519 or [tosht@wpunj.edu](mailto:tosht@wpunj.edu)
- b. Campus Police - (973) 720-2300
- c. WP Guardian App
- d. Local Police - Call 911
- e. Anti-hazing Hotline - 1-888-NOT-HAZE

### 4. Anti-Hazing Resources:

- a. [www.stophazing.org](http://www.stophazing.org)
- b. [www.campuspeak.com](http://www.campuspeak.com)
- c. <http://www.hanknuwer.com/>
- d. [www.hazingprevention.org](http://www.hazingprevention.org)



**Greek Life New Member Education  
Off-Campus Event Request Form**

**\*Be sure to attach documentation/letter from National or Regional office endorsing this event!**

**Current Semester:** \_\_\_ Fall \_\_\_ Spring      **Year:** \_\_\_\_\_

**Organization Name:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**WP Email Address:** \_\_\_\_\_ **Phone Number:** \_\_\_\_\_

**Event Name:**

**Event Date & Time:**

**Location (full address):**

**Purpose of Event:**

**Members in Attendance:**

\_\_\_\_\_

Chapter President

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

\_\_\_\_\_

New Member Educator

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

\_\_\_\_\_

Off-Campus Chapter Advisor

\_\_\_\_\_

Signature

\_\_\_\_\_

Date