

POLICY REGARDING HAZING FOR THE GREEK COMMUNITY
at the University of Michigan
December 2006

I. Purpose of the policy

The purpose of this policy, created by the Interfraternity Council, the Panhellenic Association, the National Pan-Hellenic Council, and the Multicultural Greek Council, is to promote a safe environment in which students can feel comfortable with the knowledge that they will not be subject to hazing when joining or affiliating with any Greek organization under the auspices of the Interfraternity Council, Panhellenic Association, National Pan-Hellenic Council, or the Multicultural Greek Council at the University of Michigan.

II. Role of the Hazing Task Force

The Role of the Hazing Task Force is to investigate allegations of hazing and recommend further action. In addition, the HTF aims to educate and alert chapters of behavior that could be damaging not only to an individual chapter, but also to the Greek Community as a whole. The Hazing Task Force will take a firm stance against hazing violations while establishing cooperative and pro-active relationships within the Greek Community.

III. Definition of Hazing

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 health 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, Panhellenic Association, National Pan-Hellenic Council, or Multicultural Greek Council at the University of Michigan

Examples include but are not limited to, 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 and 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

IV. Accountability

- a) The President of all Greek organizations under the jurisdiction of the Interfraternity Council, Panhellenic Association, National Pan-Hellenic Council, or the Multicultural Greek Council will affirm this policy with their signatures at the beginning of each semester.
- b) Each member will review and sign this policy within 1 month of joining or affiliating with an organization. Each council has the right to enforce stricter guidelines in this matter. The President or New Member Educator(s) is responsible for informing their chapters of the guidelines outlined within this policy. In the event of a hazing violation, the chapter President, New Member Educator(s), and all other relevant individuals involved will be held accountable to the full extent of this policy.
- c) All council officers must affirm this policy by their first meeting.
- d) All members of the Hazing Task Force must affirm this policy at their first meeting.

V. Hazing Task Force

- a) The Hazing Task Force shall be comprised of chair, vice chair and 12-16 Task Force Members.
- b) Members and chairs of HTF must be in good standing with their individual chapters.
- c) Each member of HTF will serve for a full calendar year (January to December)
- d) The Chair and Vice Chair will be appointed by the HTF liaisons of each council's executive board. These positions may be filled by an individual from any council.
- e) Each council will determine one member of its executive board to act as liaison between the councils and HTF. These liaisons are assigned as follows; Interfraternity Council Executive Vice President, Panhellenic Association Executive Vice President, National Pan-Hellenic Council Vice President and Multicultural Greek Council Vice President.
- f) In the event a Chairperson is not meeting his/her responsibilities they may be dismissed by the suggestion of the appointing liaison and after a vote of each of the council executive boards. Replacement would occur in the same fashion of the original appointment.
- g) The Interfraternity Council, Panhellenic Association, Multicultural Greek Council and National Pan-Hellenic Council shall outline in either their constitution or bylaws the procedures for selecting members to the Hazing Task Force.
- h) The 12-16 Task Force Members shall be provided by the four councils as follows – Interfraternity Council – 4; Panhellenic Association – 4, Multicultural Greek Council – 2-4; National Pan-Hellenic Council 2-4.
- i) An investigative member of the Hazing Task Force can be dismissed from office for violation of duties by a majority vote of the HTF chairpersons and the executive council officers overseeing the HTF. In the event a member of the HTF is relieved of their duties, the above mentioned executive officers, and chairpersons may appoint a person, from the same council as the dismissed member, to fulfill this vacancy.
- j) If a council cannot or chooses not to fill its Task Force Member positions either at the beginning of the term of office or due to dismissal with an active participating member, the vacant position will be filled by appointment to any interested Greek Community member.

VI. The Chair of the Hazing Task Force shall

- a) Monitor the hazing hotline (hazinghotline@umich.edu)
- b) Be the liaison the 4 Councils and Office of Greek Life Staff
- c) Coordinate training for Task Force Members with the Councils and Greek Life Staff
- d) Be responsible for notifying chapters of allegation of hazing
- e) Notify Vice Chair of allegation of hazing in order to begin investigative process
- f) Review policy for necessary updates.

VII. The Vice Chair of the Hazing Task Force shall

- a) Assign 4 Task Force members to case
- b) Coordinate interviews of individuals with pertinent information. The Vice Chair may participate in interviews but is not required to participate.
- c) Communicate with Chair regarding status of investigation

VIII. Hazing Task Force Members shall

- a) Attend all functions in association with their office
- b) Protect the confidentiality of all identities and deliberations of the HTF to the fullest extent of the laws of the University of Michigan and the State of Michigan
- c) Participate in all training related to their office
- d) Participate in investigations as assigned
- e) Assist with education of policy and hazing
- f) In the case that a member of the HTF is a member of the individual chapter that is being accused of a violation of the policy, that member may not serve on the investigative team for that case.
- g) Members of HTF have the option to reclude from an investigation if they feel unable to make fair assessments because of biases toward or relationships with an accused chapter or the individuals involved.

IX. Procedure For Investigating Hazing Complaints

- a) Allegations of Hazing should be sent to hazinghotline@umich.edu or directly in writing to the chair of the Hazing Task Force
- b) The following steps are taken once an allegation of hazing is received
 1. Chair of HTF will notify the President of the Interfraternity Council, Panhellenic Association, National Pan-Hellenic Council, and the Multicultural Greek Council that there is complaint under investigation
 2. The president of the chapter against whom an allegation of hazing is made will be notified in writing within 5 school days of the allegation being received. The president must sign an acknowledgement that he or she received notification of the allegation. Notification consists of a statement that an allegation has been filed with HTF and will be undergoing an investigation.
 3. The Vice Chair will assign up to 4 HTF Members to the case and schedule times and locations for interviews.
 4. All Greek members must cooperate with the investigation of the HTF. Non-compliance with the HTF investigation may be used as evidence reflecting guilt in a complaint.
 5. Once interviews are complete, all members of the HTF will convene to hear a report on the investigation and vote on whether there is sufficient credible evidence to refer the complaint to GARP. A majority of the members of the HTF

in attendance must agree that enough evidence exists for the complaint to proceed to GARP. The chapter involved will be notified of this decision as soon as possible not to exceed 4 days after the investigation has ended. The complaint must be made in writing to GARP as soon as possible within 4 school days of the decision.

6. If HTF deems it appropriate, the individuals involved in the alleged hazing incident will be reported to the University of Michigan Office of Conflict Resolution.
7. If at the conclusion of an HTF interview HTF finds other Greek policies have been violated, HTF may choose to file a written complaint under the violated policy.
8. If HTF finds insufficient evidence or support for the alleged hazing complaint, the chapter will be notified within 2 school days of this decision.
9. All reported incidents and relevant case material will be kept on file in the Office of Greek Life. In the event that new evidence becomes available after the conclusion of an investigation or GARP hearing, HTF reserves the right to reopen the case for further investigation and assessment.

XI. Hazing Education Requirements

BACKGROUND: Hazing is a destructive approach to assimilation into and 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 laws outlawing hazing, many including 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. 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, challenging, and fun, and should conscientiously avoid placing the student in danger. As a guideline, in addition to activities of physical abuse, if you see “RHED” (ridicule, harassment, humiliation, embarrassment, degrading, discomforting, demeaning), the activity is probably hazing and should be abandoned.

The University of Michigan Greek Community understands that hazing education is necessary on an annual basis. The Interfraternity Council, Panhellenic Association, National Pan-Hellenic Council and the Multicultural Greek Council must outline educational requirements in their constitution or bylaws.

XII. Amendments to this Policy

As this policy has been drafted within the best interest of the Greek community, the occasion could arise when chapters or members of the Hazing Task Force feel that the policy needs to be amended to include more specific procedural guidelines. In such a case, the policy may be amended by a vote of the Interfraternity Council, Panhellenic Association, National Pan-Hellenic Council, and the Multicultural Greek Council; each council must have a two-thirds (2/3) vote to pass the amendment(s).