

Fraternity & Sorority Life Anti-Hazing Policy

Article I - Introduction

The Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council, and Panhellenic Association strive to maintain a safe environment within which students can be confident that they will not be subject to hazing. Fraternity and sorority activities should contribute to the positive development of each person. Activities intended to introduce or engage a student into an organization should focus on the purposes, values, goals of the organization and utilize appropriate inter/national curriculum when available. Such activities should be positive, educational, intellectually challenging, fun, and should conscientiously avoid placing students in danger or potentially causing harm.

The four councils take a firm stance against hazing and will promote an environment that facilitates positive experiences in accordance with organizational, community, university, and state values. As such, Nearly 90% of states have enacted anti-hazing legislation, many of which include criminal penalties. Hazing is illegal in Michigan under the law commonly known as "Garret's Law", which is codified under [M.C.L.A. 750.411\(t\)](#).

Article II - Definition

- A. As for the purposes of this policy, hazing is defined as any action or situation, which recklessly or intentionally endangers the mental, physical, or academic wellbeing of a student for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in a fraternity or sorority. Hazing, as defined herein, is a violation of this policy even if the individual against whom the hazing was directed consented to or acquiesced in the hazing. Under this policy, Hazing may include, but is not limited to, a situation that
 - a. results in mental harm, physical harm, injury or death
 - b. creates a risk of injury to any individual or group
 - c. causes embarrassment to any individual or group
 - d. involves [harassment](#) of any individual or group
 - e. compromises human dignity of an individual or group
 - f. involves ridicule of an individual or group
 - g. involves or includes the destruction or removal of public or private property
- B. The following are examples of hazing divided into three categories: *subtle*, *nonviolent*, and *violent*. While this is not an all-inclusive list, it provides some common examples of hazing behavior.
 - a. Subtle Hazing: Termed "subtle hazing" because these types of hazing are often inappropriately accepted as "harmless" or meaningless when they may impact a student's mental or physical health or academic wellbeing. Subtle hazing typically places potential new members or initiates on the receiving end of ridicule, embarrassment, and/or humiliation tactics. Potential new members or initiates are required or asked to engage in servitude and/or endure subtle hazing to feel like part of the organization. Examples include but are not limited to:

- i*· Deception
 - ii*· Silence periods with or without implied threats for violation
 - iii*· Requirement to perform duties not assigned to other members
 - iv*· Social isolation
 - v*· Name calling
 - vi*· Requirement to refer to other members with titles (e.g. "Mr.", "Miss") while they are identified with demeaning terms
 - vii*· Expecting certain items to always be in one's possession
- b*· Non-Violent Hazing: Activities or behavior that recklessly or intentionally endangers the mental, physical, or academic wellbeing of a student and that typically does not involve violence. Examples include but are not limited to:
- i*· Verbal abuse
 - ii*· Threats or implied threats
 - iii*· Expectation to wear embarrassing, humiliating or matching/similar attire
 - iv*· Stunt or skit nights with degrading, crude, or humiliating acts
 - v*· Expectation to perform personal services to other members such as carrying books, errands, cooking, cleaning, etc.
 - vi*· Sleep deprivation
 - vii*· Line-ups and drills/tests
 - viii*· Forced calisthenics
 - ix*· Expectation to harass others
 - x*· Expectation to answer personal/private or embarrassing questions
 - xi*· Expectation of illegal activity
- c*· Violent Hazing: Activities or behaviors that recklessly or intentionally endanger the mental, physical, or academic wellbeing of a student and that typically involve physical harm or violence against self or others. Examples include but are not limited to:
- i*· Forced consumption, including alcohol, drugs, vile substances, etc
 - ii*· Beating, paddling, or other forms of assault
 - iii*· Branding
 - iv*· Burning
 - v*· Water intoxication
 - vi*· Expectation of abuse or mistreatment of animals
 - vii*· Bondage
 - viii*· Abductions/kidnaps
 - ix*· Exposure to cold weather or extreme heat
 - x*· Fondling or touching

Article III – Accountability and Expectations

A. Accountability

- a. The Presidents of all fraternity and sorority organizations affiliated with 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 on the first day of classes for fall and winter semesters respectively.
 - b. Each prospective member will complete the membership information, 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.
- B. Expectations
- a. Chapter Presidents and the 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 alleged, all relevant organizations and/or individuals involved will be subject to and held accountable to the full extent of this policy by GARP, Investigation and Support Team, Fraternity & Sorority Life, 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 Division of Public Safety and Security, Ann Arbor Police Department, Equity, Civil Rights and Title IX Office (ECRT) and other law enforcement or investigative agencies, as appropriate.
 - c. The council advisor, council executive board liaison, Investigation and Support Team (IST), and other university staff members will work diligently to ensure that each allegation is investigated fully, fairly, and consistently for all parties involved through the Fraternity & Sorority Life Anti-Hazing Response Procedures. Allegations involving subtle hazing will begin with mediation practices with the chapter's council advisor. Allegations involving non-violent and violent hazing will involve formal investigations. Non-violent hazing allegations will typically result in the GARP Process. Allegations involving violent hazing will typically be heard through the SOAR process.

Article IV-Resources

Given the importance of this issue within the fraternity and sorority community, we are committed to working proactively and providing timely responses to address hazing. Hazing educational resources include:

- a. [Fraternity & Sorority Life](#)
 - i. 734-936-3686
 - ii. hazinghotline@umich.edu
 - iii. 1443 Washtenaw, Ann Arbor, MI 48109
- b. [Dean of Students Office](#)
 - i. 734-764-7420
 - ii. no-hazing@umich.edu
 - iii. 3100 Michigan Union, 530 S. State Street, Ann Arbor, MI 48109
- c. [Division of Public Safety & Security](#)
 - i. 734-763-1131

- ii. dpss-safety-security@umich.edu
- iii. 1239 Kipke Drive, Ann Arbor, 48109
- d. [Office of the Ombuds](#)
 - i. 734-763-3545
 - ii. umstudentombuds@umich.edu
 - iii. 6015 Fleming Admin. Building, 503 Thompson Street, Ann Arbor MI 48109
- e. [Office of Student Conflict Resolution](#)
 - i. 734-936-6308
 - ii. OSCR@umich.edu
 - iii. 100 Student Activities Building, 515 East Jefferson, Ann Arbor MI 48109
- f. Additional Resources:
 - i. HazingPrevention.Org
 - ii. StopHazing.Org
 - iii. Inter/national organizations or umbrella associations

Article V– Amendments to this Policy

- A. While this policy has been drafted with the best interests of the Fraternity & Sorority Life 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 by any council member for consideration.
- C. The policy must be amended by a vote of the Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council and the Panhellenic Association; each council must meet a quorum and two-thirds (2/3) vote to pass the amendment(s).

Amended - December 2021: IFC, MGC, NPHC, Panhel

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