Purdue University
Guidelines for Conducting New Member Education/Membership Intake

The purpose of this document is to provide student organizations, advisors, and prospective members with a source of information and resource regarding New Member Education and Membership Intake. Chapter/House Members, Chapter/House Advisors and Fraternity, Sorority, and Cooperative Life staff aim to work together to ensure a successful and positive experience for all involved.

In order for the Fraternity, Sorority, and Cooperative Life office to assist organizations with the new member process and avoid potential problems, organizations must adhere to the following guidelines if they are to conduct new member processes at Purdue University.

Goals of New Member Education
A good new member education process…

- Provides opportunities to develop meaningful relationships among new members and between new members and current members.
- Encourages mutual support of fellow fraternity, sorority, and cooperative members.
- Teaches leadership and self-governance.
- Allows members to become part of an identifiable group without losing their own individuality.
- Values diversity and inclusion.
- Encourages scholastic development by providing a conducive study atmosphere and recognizing academic achievements.
- Teaches teamwork and facilitates positive group dynamics.
- Exposes new members to broad social and cultural experiences, both within and outside of the fraternity/sorority/cooperative community.
- Promotes a lifelong commitment to the organization.
- Is a positive experience that enhances a student’s overall college experience.
Expectations of New Member Education/Membership Intake

- The chapter/house should notify their FSCL advisor if they plan to do recruitment or intake.
- The New Member Educator/Intake Coordinator is expected to attend New Member Educator Training.
- The New Member Educator/Intake Coordinator is expected to submit the New Member Education Guidelines and Program Submission in BoilerLink before the new member education/membership intake process begins.
- Each new member should complete the Membership Form in BoilerLink within 72 hours of accepting an invitation to begin the new member education/intake process.
- A Discontinuation Notice must be submitted to the FSCL office for each new member who discontinues the new member process within one week of the new member’s discontinuation.
- New member programs should not exceed 12 weeks and must be completed by Sunday before the start of Dead Week. The recommended duration of new member programs is 8 weeks or less.
- New member programs must be in compliance with all Purdue University policies, policies of your governing council, policies of the inter/national organization, state, federal and local laws.
- All new members and New Member Educators/Intake Coordinators should attend the New Member Orientation program sponsored by their council.
- All new members must be current Purdue University students.
- New member education activities will not occur between the hours of 12am and 7:30am.
- No more than 12 hours of activity should be required of new members any given week.
- Members of the opposite sex will not be involved in new member activities and will not serve as “pledge mothers/fathers” or “big brothers/sisters.”
- Chapter/house advisors, faculty advisors, and inter/national organizations should be aware of the new member education program taking place and receive a copy of appropriate documents.
- The MGC/NPHC Presentation of New Members Guidelines/Acknowledgement must be submitted in BoilerLink at least two weeks before the presentation.
Hazing Policies

Indiana Law

Hazing means forcing or requiring another person, with or without the consent of the other person; and as a condition of association with a group or organization; to perform an act that creates a substantial risk of bodily injury. A person who recklessly, knowingly, or intentionally performs an act that creates substantial risk of bodily injury to another person is subject to the following penalties: Class B misdemeanor; Class A misdemeanor if includes the use of a vehicle; Class D felony if it is committed while armed.

Purdue University Policy Against Hazing

Part 7 — Regulations and Procedures for Recognized Student Organizations
Section VIII — Policy against Hazing (Administrative Approval, February 11, 1994)

1. Certain forms of hazing are criminal offenses in Indiana. All forms of hazing are prohibited by Purdue University both on and off campus.

2. Hazing means forcing or requiring another person, regardless of that person's consent, to perform an act that:
   - Creates a substantial risk of physical harm;
   - Substantially or seriously demeans or degrades any person; or
   - Interferes with any person's scholastic activities.

3. Any hazing allegation against a student organization will be investigated by the University. If found guilty in a disciplinary action, the student organization may incur a disciplinary penalty as specified in Section IX that follows. University action occurs whether or not civil or criminal actions take place.

4. In addition to action taken against a student organization, the University may take action against individual students for hazing when their conduct falls within Part 5-Section III-B-2.

5. Any person suffering or witnessing a hazing activity should report the incident to the staff of the Office of the Dean of Students.

6. The president of each student organization is responsible for informing new members, pledges, affiliates, initiated members, and guests of this policy.

Common Hazing Practices at Purdue University that are NOT acceptable

The following list outlines common hazing practices that have been identified on Purdue University’s campus and are considered hazing. Permission or approval of these activities by a person is not an acceptable defense of hazing. This is not an exhaustive list.

- Servitude (ex: requiring only new members to perform acts such as cleaning the house, sober drivers, and doing other duties that general members do not perform).
- Forcing alcohol consumption (ex: purchasing alcohol on big brother/big sister night, buying trash cans to encourage high risk drinking, supplying alcohol to new members at functions).
- Forcing or requesting new members to complete physical activity or physical challenges (ex: pledge runs).
• Humiliation of new members (ex: flouring, name calling, completing embarrassing tasks, yelling).
• Lining new members up (ex: forced calisthenics, wall-sits, degradation).
• Encouraging or requiring new members to complete unnecessary tasks in order to go through a part of new member education (ex: having new members dress up in opposite sex clothing for Big Brother/Big Sister night).
• Forcing or requesting new members to stay at the official or unofficial fraternity/sorority/cooperative house overnight or stay together in another location (if members do not live there).
• Encouraging new members to vandalize or destruct property.
• Physical abuse (ex: paddling, pushing, hitting in any manner).
• Sleep deprivation

**Are we hazing?**

In reviewing all aspects of your New Member Education/Membership Intake process, if you cannot answer yes to all these questions and aspects of new member education activities, then you may be hazing. We encourage you to bring your new member education manual/procedures to the office for review.

1. Will this activity achieve one or more purposes of the fraternity/sorority?
2. Would you be willing to describe the details of every activity to your chapter advisor/National Fraternity/Sorority President?
3. Would you be willing to perform this activity in front of a Purdue University administrator?
4. Would you be prepared to go to court to defend the merit of this activity?
5. Would you be willing to share a written description of the activity for other chapters to use?
6. Would you be comfortable with new members’ parents observing this activity?
New Member Bill of Rights and Responsibilities

Listed below is a New Member Bill of Rights that specifically outlines the rights of new members participating in a new member or intake program at Purdue University. It is also a new member’s responsibility to hold chapters accountable to ensuring that these rights are respected and to take action if these rights are violated.

Each new member has the following rights:

- The right to be fully informed about the recruitment and new membership/intake process
- The right to be treated with respect and dignity
- The right to be treated as an individual
- The right to ask questions and receive honest answers from chapter/house members
- The right to have a positive, safe, enriching recruitment and new member experience
- The right to engage in a new member program that does not interfere with the academic process
- The right to withdraw from the new member program without any consequences or retaliation from the chapter/house
- The right to engage in an alcohol free and drug free new member program
- The right to not be pressured to engage in activities that violate university policies or laws
- The right to join one values based organization that aligns with your personal values

The following list detailed activities that fraternity, sorority, cooperative members cannot require of you. If they do so, the fraternity, sorority, or cooperative and the individual member(s) in question are subject to severe penalties up to and including permanent removal of Purdue University recognition, suspension from Purdue University and possibly removal of the chapter's charter. Pledges/new members/associates/aspirants participating in "hazing" activities may also be subject to judicial sanctions. Please study your rights and responsibilities and make certain that they are not violated.

No pledge/new member/associate/aspirant shall be required by any person or persons to perform any act which:

- Interferes with the academic process - causes the pledge/new member/associate/aspirant to miss or be ill prepared for classes, labs, study sessions or exams.
- Causes the pledge/new member/associate/aspirant to violate Purdue University policies.
- Requires or pressures the pledge/new member/associate/aspirant to consume alcohol.
- Prevents the pledge/new member/associate/aspirant from securing normal amounts of sleep (no activities between the hours of 12 am and 7:30 am).
- Requires the pledge/new member/associate/aspirant to perform personal services for collegiate or alumni members (including, but not limited to, driving around members and/or their guests (including members of other organizations), "shopping" for members, etc.).
- Is sadistic - treats the pledge/new member/associate/aspirant in a sub-human manner.
- Is illegal - including the use of drugs and alcohol.
- Pressures a pledge/new member/associate/aspirant to do something against their personal values.
- Places the pledge/new member/associate/aspirant in physical danger or in jeopardy of losing his or her life.
- Places severe emotional stress upon the pledge/new member/associate/aspirant.
- Requires the pledge/new member/associate/aspirant to be present at activities for unreasonable periods of time.
- Requires pledge/new member/associate/aspirant to participate in "Line ups" or other individual questioning activities.
- Requires the pledge/new member/associate/aspirant to carry items that they would not normally bear (including paddles, signature books, bricks, etc.).
- Requires the pledge/new member/associate/aspirant to answer the telephone in a manner unlike a member would answer it.
- Prevents the pledge/new member/associate/aspirant from speaking for a period of time.
- Involves the abandonment of pledge/new member/associate/aspirant or active members thereby requiring them to find their own way back to campus.
- Requires the blindfolding of the pledge/new member/associate/aspirant (exceptions: during low ropes course with trained facilitator or as prescribed in writing for inter/national Ritual).
- Requires the pledge/new member/associate/aspirant to stand when a collegiate or alumna/us member enters a room.
- Requires the pledge/new member/associate/aspirant to intentionally deface the house/chapter room/suite/apt; or requires the pledge/new member/associate/aspirant to clean the house/chapter room/suite/apt.
- Requires calling other pledge/new member/associate/aspirant "names".
- Requires pledge/new member/associate/aspirant to enter the house/suite/building only from a specific door.
- Requires pledge/new member/associate/aspirant to eat meals together, attend unscheduled "call-down" meetings or sleep in the house/suite/apt. together for any length of time without written permission from Purdue University and inter/national office.
- Requires a pledge/new member/associate/aspirant to address or refer to members in a manner different from how they are addressed (i.e. Mr./Mrs./Big Brother/Big Sister Smith for initiates, Pledge Jean for new members, reciting personal information, specific phrases).
- Requires pledge/new member/associate/aspirant to participate in scavenger hunts or similar activities by any name that involves taking items, time deadlines, etc.