



FRATERNITY & SORORITY POLICY MANUAL

Information for our Fraternities and Sororities
and Members of the College Community

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GENERAL INFORMATION

INTRODUCTION

The Fraternity/Sorority Community at the State University of New York at New Paltz is dedicated to the ideals of friendship, scholarship, leadership, and service to the campus and community. Recognized interest groups, colonies, and chapters of a national or local fraternity/sorority will be held responsible for positive contributions of the primary educational mission of the College and, therefore, are under an obligation to encourage the most complete personal development of their members, intellectually and socially.

Recognition information, procedures, and guidance can be obtained through the Office of Student Activities and Union Services. The Dean of Students and/or designee reserves the right to revoke University recognition if the fraternity or sorority fails to comply with any of the recognition guidelines.

MISSION OF THE STATE UNIVERSITY OF NEW YORK AT NEW PALTZ

In the proud tradition of SUNY, the State University of New York at New Paltz is committed to providing high quality, affordable education to students from all social and economic backgrounds. We are a faculty and campus community dedicated to the construction of a vibrant intellectual/creative public forum which reflects and celebrates the diversity of our society and encourages and supports active participation in scholarly and artistic activity. SUNY New Paltz is an active contributor to the schools, community institutions and economic/cultural life of our region. We are selective in admitting students who show promise of thriving in a learning environment which is challenging, student-centered, and personalized. Our goal is for students to gain knowledge, skills, and confidence to contribute as productive members of their communities and professions and active citizens in a democratic nation and a global society.

MISSION OF THE DIVISION OF STUDENT AFFAIRS

Student Affairs provides a variety of services and programs that support and advance access and opportunity for the educational, research and public service mission of the college. The Student Affairs Division is committed to the holistic development of our students - intellectual, personal, and social - and to providing a safe community that celebrates human differences and promotes civic responsibility and a sense of local and global citizenship. We work to achieve these goals through inter-departmental communication and on-going collaboration with the divisions of Academic Affairs, Enrollment Management, Administration and Development.

MISSION OF THE OFFICE OF STUDENT ACTIVITIES & UNION SERVICES

We, The Office of Student Activities and Union Services, strive to enhance the educational mission of the State University of New York at New Paltz. Guided by our student centered philosophy, we promote co-curricular opportunities and encourage student participation in all aspects of campus life. As the hub of student activities, the Union is a venue for students to safely explore their individual sense of self, as well as develop connections with others. Through leadership, involvement, and purposeful programming, we support and challenge our students to learn, grow, and establish pride in our diverse campus community.

THE FRATERNITY & SORORITY COMMUNITY

The Fraternity and Sorority community at New Paltz is comprised of a variety of organizations representing the diverse student population. Most of our chapters are nationally affiliated members of the National Panhellenic Conference, the North-American Interfraternity Conference, the National Pan-Hellenic Council, or the National Association of Latino Fraternal Organizations. Additionally, New Paltz recognizes a few local organizations that have been members of our campus community for several decades.

The Fraternity and Sorority community is governed by the United Greek Association (UGA). Every Fraternity and Sorority must maintain active membership and good standing in UGA to achieve continued recognition with the College. UGA has representation from all of the Recognized Chartered Organizations, and plays an active role in the recognition process for potential new chapters. Please see the United Greek Association Constitution (Appendix) for more information.

Additionally, the Fraternity and Sorority community is classified into five different sub-governing boards; every recognized organization belongs to one of these boards. The boards are: the Associate Greek Council (AGC), the Inter-Fraternity Council (IFC), the Latino Greek Council (LGC), the National Panhellenic Conference (NPC), and the National Pan-Hellenic Council (NPHC). Each board is self-governed, and has a role in the recognition process of potential new organizations. Each chapter's membership within a sub-governing board is often determined by its affiliation with its national council/conference.

RECOGNITION AND EXPANSION

TYPES OF RECOGNITION

Any social or fraternal organization with a selective membership process must obtain college recognition through the Office of Student Activities and Union Services to use campus facilities and function on the campus. This recognition is conditional and exists at the authorization of the College President or his/her designee.

A list of recognized fraternities and sororities may be found on the Office of Student Activities and Union Services' website: www.newpaltz.edu/sub/greeklife.html

Recognized Chartered Organization: This is an organization that has been granted all rights, privileges, obligations, and appropriate use of College resources as a fraternity or sorority.

Recognized Interest Group: This is an organization that has been approved for recognition by the Office of Student Activities, the United Greek Association, and appropriate Sub-Governing Board. This organization has completed all the steps towards receiving Recognized Chartered Organization status, but is simply awaiting their charter from their national office.

Provisional Interest Group: This is a temporary status, not to exceed one year, during which time a newly-formed group of interested potential members or a re-establishing chapter must attempt to meet the requirements for Recognized Interest Group status or Recognized Chartered Organization status. To achieve Provisional Interest Group status, the group must submit appropriate paperwork to the Office of Student Activities and meet membership requirements as outlined in the *Expansion Policies* section of this document. Exceptions or extensions may be granted by the Office of Student Activities and Union Services.

FRATERNITY & SORORITY EXPANSION POLICY

SUNY New Paltz recognizes a strong fraternity and sorority community is a constructive element of student life. Given that the United Greek Association supports a period of expansion, the Office of Student Activities and Union Services will work with organizations seeking to establish or re-charter chapters at SUNY New Paltz. In overseeing this process, there must be substantial evidence of the ability of the proposed organization to contribute to the Fraternity/Sorority Community, and to conduct itself in a manner consistent with the principles and policies stated in the SUNY New Paltz Student Handbook and this Fraternity and Sorority Policy Manual.

The number of fraternities and sororities operating on the SUNY New Paltz campus has increased over the past several years. Expansion of a new organization onto campus must be undergraduate student initiated, and the procedures below listed below must be followed. The Assistant Director of Student Activities & Union Services (or designee) will administer

correspondence, collect required materials and documentation, and track the progress of each organization.

Please note that sororities affiliated with the National Panhellenic Conference have a slightly different expansion process. Interested students and/or organization representatives should meet with the Office of Student Activities & Union Services to discuss that process.

STEPS TO ESTABLISHING OR RE-RECOGNITION OF (INTER)NATIONAL FRATERNITIES AND SORORITIES

1. The Assistant Director of Student Activities or designee must receive in writing the following information:
 - a. A letter of authorization from the Regional/(Inter)National Office for the specifically named individuals currently enrolled at SUNY New Paltz to form a colony, chapter, interest group, or affiliate organization.
 - b. A roster with the names of a minimum of eight undergraduate students granted authorization to form a Regional/(Inter)National affiliate organization. Each student must be a full-time, matriculated undergraduate student, must have completed at least 12 credits at SUNY New Paltz, and must have a minimum cumulative GPA of 2.50 or higher. Each student must include his/her local address, phone number, student ID number, and signature.
 - c. The name of the SUNY New Paltz part/full time faculty or professional staff member who has agreed to serve as the advisor to the organization. Please submit an Advisor Agreement Form (available at the Office of Student Activities and Union Services or at www.newpaltz.edu/sub).
 - d. Copies of the following documentation:
 - i. Constitution and By-Laws
 - ii. New Member Program
 - iii. Risk Management Policies and Procedures
 - iv. Hazing Policies
 - v. Financial Requirements
 - vi. Code of Conduct
 - vii. Proof of Liability Insurance – for (Inter) National Organizations
 - viii. Outline of the requirements for Good Standing
 - e. Certification that the constitution by-laws, policies, regulations and practice of the organization do not restrict membership on the basis of race, creed, natural origin, age, disability, sexual preference or marital status, and further that the active members on campus have authority independent to any national organizations to determine membership in the campus affiliate.

2. After all of the above information is received, an introductory meeting will take place between the organization, the Director of Student Activities and Union Services, the Assistant Director of Student Activities and Union Services, the group's faculty/staff advisor, the United Greek Association President or Vice-President, and representative(s) from the organization's (Inter)National/Regional Office. After this meeting, the group may receive Provisional Interest Group status for the period of one calendar year. Provisional recognition grants organizations the same rights and privileges as fully recognized organizations with the exception of voting privileges on the respective sub governing board and UGA.
3. Those students granted authorization to form a (Inter)National affiliate must meet with the Executive Committee of the UGA. At this meeting, the Provisional Interest Group will receive and review the UGA Constitution, discuss the upcoming presentations for sub-governing boards, and answer any questions.
4. After meeting with the UGA Executive Board a proposal may be made to a sub governing board for review, recommendation and questions. The Provisional Interest Group will formally present to their desired sub governing board, with preference based on National affiliation and partiality. Following the steps as outlined in their individual constitutions, the sub governing board will either recommend the Provisional Interest Group for official recognition as part of their sub governing board, or provide documentation citing why the group did not receive support. In this case, the Provisional Interest Group may present to another sub governing board (if appropriate) or appeal for a second presentation to the desired sub-governing board within the time permitted under their provisional status. If all options are exhausted and/or the provisional status has expired, the Provisional Interest Group must disband immediately, and the organization cannot initiate intentions for recognition until one calendar year from this date.
5. Once the Office of Student Activities and Union Services receives a letter of support and recommendation from a sub governing board, the President of the United Greek Association will place the organization looking for the recognition on the agenda for the next UGA Meeting. The organization will present their organization and request for recognition to the UGA. The organization will exit the meeting, allowing for further conversation. The UGA Representatives will go back to their respective chapters for the opportunity to review, recommend, and question information supplied or desired. A vote will be conducted at the next UGA business meeting, where the group will either receive recommendation for recognition from UGA, or documentation citing why the group did not receive recommendation. In this case, the chapter may appeal for a second presentation if time permits within their provisional status. Otherwise, the Provisional Interest Group must disband immediately, and the organization cannot initiate intentions for recognition until one calendar year from the date of this vote.
6. Once the Office of Student Activities and Union Services as received documentation of support and recommendation from the UGA, an official letter of recognition from the Director of Student Activities or designee will ratify the recognition of the new chapter.

7. Upon receipt of full recognition, the organization will enjoy the rights and privileges pertaining to all recognized fraternities and sororities.

POLICY VIOLATIONS AND SANCTIONS

Occasionally, the Office of Student Activities & Union Services and or the College are presented with information where a chapter's perceived non-compliance with university policies may be questioned. The Office of Student Activities & Union Services and/or the College may respond to this information in a number of ways, including, but not limited to, an informal inquiry process, a judicial hearing, and/or legal action.

Informal Inquiry Process

An informal inquiry process is a useful tool, enabling the College to determine the authenticity of the information received and whether a situation warrants further investigation. This informal process also allows the university to quickly dispense with frivolous complaints or accusations.

During the conduct of an informal inquiry, a representative from the Division of Student Affairs may ask to speak with various members of the campus community, including, but not limited to, current and/or prospective members of the fraternity/sorority community. The purpose of this meeting (held at a mutually-agreed upon time) shall be to seek information relevant to the subject matter of the inquiry. Students are obligated to cooperate with the inquiry. Appropriate documentation of the inquiry will be kept in the chapter's file in the Office of Student Activities & Union Services. At all times, the University reserves the right to proceed with a formal investigation of the matter.

Disciplinary Sanctions

In the event that the chapter of a fraternity or sorority, a recognized interest group, or individual student members of either are suspected as being potentially involved with the violation of one or more campus policies, campus rules, or the policies of this manual, an Initial Conference/Judicial Hearing may take place against the individuals, the chapter, and/or the organization. This could be the result of violations of rules and policies set by the Office of Student Activities and Union Services or the United Greek Association, poor academic performance, membership concerns, behavioral concerns, risk management policy violations, and/or failure to adhere to college regulations or New York State Law. For more information about the policies and procedures associated with potential violations of campus policies, campus rules, and the policies of this manual, please see the SUNY New Paltz Student Handbook (available at <http://www.newpaltz.edu/studentaffairs/regulations.html>).

Disciplinary sanctions may entail temporary withdrawal of certain college services, benefits, and/or privileges for a specified period of time. Also, the College may apply sanctions such as specific tasks, service projects, educational programming, trainings, etc., against the organization

to be completed in a scheduled period of time. In the event that further infractions occur or the sanctions are not fulfilled, the College may suspend or withdraw recognition of the organization.

Regional/(Inter)National Organization Sanctions

The Office of Student Activities and Union Services will communicate changes in a chapter's disciplinary status with fraternity and sorority regional/(inter)national governing boards via documentation copied to the chapter's president. Additionally, it is typical and encouraged that a chapter's change in status with the regional/(inter)national governing council be shared with the Office of Student Activities and Union Services.

If the chapter has disciplinary sanctions required or applied by the regional/(inter)national board due to their own judicial sanctioning or charges, the Office of Student Activities and Union Services will assist in enforcing such sanctions on campus. This is to ensure the chapter will receive the consistent and necessary support to ensure their growth and progress.

STATEMENT ON UNRECOGNIZED ORGANIZATIONS

Students are prohibited from affiliating with unrecognized or "underground" organizations that have been permanently removed by the College. Affiliation includes joining, rushing, pledging, residing in facilities owned by the organization, or being involved in any activity that would be association with being a member of the organization. Students who affiliate with unrecognized organizations may be subject to judicial action.

Recognized Chartered Organizations, Recognized Interest Groups, and Provisional Interest Groups are prohibited from affiliating with unrecognized organizations. This includes co-hosting events either on or off campus.

MEMBERSHIP EXPECTATIONS

INDIVIDUAL MEMBERSHIP

To be an active member of a fraternity or sorority, a student must meet some preliminary expectations. Consistent with the mission of SUNY New Paltz, the Division of Student Affairs, and the Office of Student Activities and Union Services, a student's first priority should be academic success. While a co-curricular experience is a rich and essential component of one's educational experience at college, it is a privilege to participate in a Fraternity or Sorority. These expectations for membership are also consistent with the chapter's expectations, as well.

Students eligible to become new members of a fraternity or sorority must be full-time, matriculated undergraduate students at SUNY New Paltz. Students may participate in the New Member Education Program of a fraternity or a sorority after successfully completing at least 12 credits at SUNY New Paltz, and having a cumulative GPA of 2.50 or higher.

Traditional first-year students (defined as students matriculated into college full-time for the first year because they were enrolled in high school the previous year) are not eligible to become new members of a fraternity or sorority in their first semester. Instead, the Office of Student Activities and Union Services encourages traditional first-year students to learn more about the fraternities and sororities through the Club & Involvement Fair, Meet the Greeks, Greek Day, and other informational programming. After completion of their first semester, traditional first year students are eligible to become new members if they have successfully completed at least 12 credits at SUNY New Paltz and have achieved a GPA of 2.50 or higher.

Transfer students are defined as taking college courses at another college or university in the fall or spring semester prior to their full-time matriculation at SUNY New Paltz. Transfer students took college courses exclusively, and were not enrolled in high school during that semester. During his/her first semester at SUNY New Paltz, a transfer student is eligible to become a new member pending that the student achieved at least a 2.70 cumulative GPA (on a 4.0 scale) and that the transcript is submitted to the Office of Student Activities and Union Services with the New Member Roster.

Accepting membership into a fraternity or sorority entails an agreement to abide by the policies and procedures set forth by the chapter, the governing council(s), the (inter)national/regional organization, and the University.

ACADEMIC EXPECTATIONS

In keeping with the Mission of the State University of New York at New Paltz, a student's co-curricular experience should be a rich and valuable supplement to their intellectual development. Ultimately, a student must make his/her academic progress a priority. Our fraternities and sororities are committed to this ideal, holding that scholarship is the most important aspect of the college experience.

Each semester, as part of the Chapter Roster (see Appendix), active members will give permission to the Office of Student Activities and Union Services who will verify their cumulative and semesterly GPAs. Chapter averages will be compared to the all-students' GPA, and all-men's or all-women's GPA, and shared with regional/(inter)national offices, as requested.

Recognized Chartered Organizations whose chapter GPA is below a 2.50 will be placed on academic probation with the Office of Student Activities and Union Services. During that time, the scholarship chair and president will work directly with the office to create and implement an academic plan for the chapter. The chapter will have a designated time (typically no more than 2 semesters) to bring the chapter GPA to a 2.50 or above; failure to do so could result in the chapter's loss of college recognition.

New Members will give permission to the Office of Student Activities and Union Services to verify their cumulative and semesterly GPAs before they begin their New Member Education Program. Following the completion of a new member education program, the Office of Student Activities and Union Services will check grades of newly initiated members. If there is a .75 or higher decrease in a particular student's grade point average during his/her new member education process, that organization will be notified that the chapter may be subject to academic probation.

MINIMUM CHAPTER MEMBERSHIP REQUIREMENTS

Each fraternity and sorority must maintain a minimum of one active member at all times. In the case that there are no active members due to the graduation of previous members, the organization will have one academic year to recruit and educate active members. The Office of Student Activities and Union Services will work with the (inter)national/regional designee to complete new member education. It is the responsibility of the (inter)national/regional representatives to initiate, plan, and conduct all aspects of the New Member Education Program. Failure to do so within one academic year will result in the chapter's loss of college recognition.

CONDITIONS OF CONTINUED RECOGNITION OF A FRATERNITY OR SORORITY:

1. The names and contact information of all active members must be reported to the Office of Student Activities and Union Services via completion of a Chapter Roster, due within the first two weeks of each semester (see Appendix). Each member is considered an active member unless one of the following condition applies:
 - a. The member has taken EARLY ALUMNI STATUS and the appropriate documentation from the (Inter)National/Regional Headquarters has been filed with the Office of Student Activities and Union Services.
 - b. The member has taken INACTIVE STATUS and the appropriate documentation from the (Inter)National/Regional Headquarters has been filed with the Office of Student Activities and Union Services.
 - c. The member has graduated or left school.

If no supporting documentation has been provided for those members who have gone inactive or have taken early alumni status, the Office of Student Activities and Union Services will consider them active members.

2. All activities sponsored by fraternities and sororities must comply with these and all regulations and policies established by the State University of New York Board of Trustees and SUNY New Paltz. Violation of these policies and regulations may result in the revocation of college recognition.
3. Each chapter is obligated to maintain good standing in the United Greek Association and/or sub-governing board at all times.
4. All fraternities and sororities must have an advisor who is a member of the College faculty or professional staff. The advisor must be informed of all activities in the new member education process. All organizations must submit an Advisor Agreement Form to the Office of Student Activities and Union Services within the first two weeks of each semester (see Appendix).
5. Active members of a fraternity and sorority must maintain 2.50 cumulative GPA.
6. Fraternities and sororities are prohibited from sponsoring auxiliary groups (ex: little sisters, sweethearts, little brothers, etc.). Such groups are not recognized by the University and, as such, are not permitted the rights and privileges of recognized student organizations.
7. Members of fraternities and sororities must attend leadership workshops and trainings deemed mandatory by Student Affairs staff to increase organizations' knowledge and sensitivity to college policies and expectations, risk management, hazing, program planning, substance abuse, race, cultural diversity, acquaintance rape, sexual orientation, and group dynamics.
8. All members of fraternities and sororities must abide by the SUNY New Paltz Risk Management Policy and their organization's (inter)national/regional Risk Management Policy.
9. Each chapter must attain at least a two-star accreditation rating each academic year. See Appendix for information about the *Five Star Chapter Accreditation Program*.

NEW MEMBER RECRUITMENT AND EDUCATION

RECRUITMENT GUIDELINES AND ELIGIBILITY

The Office of Student Activities and Union Services oversees the fraternity and sorority recruitment and New Member Education procedures. Recruitment events and programs should be approved through the Office, and New Member Education programs must be approved before they begin.

New Members of a Fraternity or Sorority must fit into the following requirements:

1. Only full-time (12 credit hours or more), matriculated, undergraduate students with at least 12 credit hours at SUNY New Paltz completed, and at least a 2.50 cumulative grade point average are eligible to become a New Member. Part-time, non-mat students and students on Academic Probation are ineligible to become New Members.
2. Traditional first-year students are ineligible to become New Members during their first semester.
3. A traditional first-year student is eligible to become a New Member only after having successfully completed at least 12 credit hours at SUNY New Paltz and having attained at least a 2.50 cumulative grade point average.
4. A first-semester transfer student is eligible to become a new member with at least a 2.70 cumulative grade point average (based on a 4.0 scale) from his/her previous undergraduate institution. A minimum of 12 credits must matriculate to SUNY New Paltz. A transcript (official or unofficial) indicating the student's cumulative GPA must be submitted with the New Member Roster in order for the transfer student to be eligible.
5. Students must meet the requirements as outlined by each individual chapter's National/Local Offices.

Failure to comply with these guidelines is a violation of College Regulations and could result in disciplinary action.

NEW MEMBER EDUCATION GUIDELINES

New Member Education is a pre-scheduled and pre-approved program through which students become active members of a fraternity or sorority. The process of choosing to join a particular organization is that of mutual selection. Eligible students are encouraged to learn as much as they can about each organization before they chose one to join.

All fraternity and sorority New Member Education programs must occur under the guidance of and with approval from the Office of Student Activities and Union Services. The Office will schedule the start and end dates for New Member Education, during which each organization's activities and initiation have to take place. New Member Education occurs once in the fall semester and once in the spring semester in a pre-determined window of time not to exceed 63 days (9 calendar weeks) and to conclude at least 21 days (3 calendar weeks) before the last day of classes; organizations cannot educate or initiate new members at any other time during the calendar year.

If an organization is interested in having new members that semester, the chapter will work closely with the Office of Student Activities and Union Services to plan their process. The New Member Educator and President will participate in a mandatory New Member Education Training Workshop, and submit a program proposal to the Office of Student Activities and Union Services. Programs will be reviewed and revised as deemed necessary by the Assistant Director and/or Director of Student Activities. Chapters will receive written permission to proceed with their approved New Member Education Programs. Chapters choosing not to conduct a new member program and class in any particular semester must complete the Chapter Intake Abstention Form notifying the Office of Student Activities and Union Services of your decision.

New Member Education Programs are meant to be an opportunity for new members to learn more about the fraternity or sorority, its' values, its' history, its' members, and its' philanthropies. A New Member Education Program should promote the ideals of citizenship and leadership, while supporting the academic mission of SUNY New Paltz.

NEW MEMBER EDUCATION PROGRAM REQUIREMENTS

The following list outlines the expectations of all New Member Education planning, conduct, and activities.

- Only students who are eligible will participate in New Member Education Programs. Please see *Recruitment Guidelines and Eligibility* for more information.
- Every event/activity will take place on the SUNY New Paltz campus or in the village of New Paltz. Exceptions to this will only be granted at the discretion of the Office of Student Activities and Union Services.
- The only permitted participants in any/all New Member Education activities are current SUNY New Paltz students and active chapter members.
- A Chapter who is interested in having new members that semester will participate in a Mandatory New Member Education Training workshop, hosted by the Office of Student Activities and Union Services. This training workshop will cover expectations and guidelines of the New Member Education process, and provide chapter Presidents and New Member Educators with the opportunity to better plan and conduct their programs.

- The chapter's New Member Educator will submit a detailed New Member Education Program Proposal to the Office of Student Activities by the scheduled deadline each semester. The proposal will include, in detail, exact descriptions of each activity. Every event, program, and activity must be described in detail, showing that it follows the expectations and educational goals of the New Member Education Program.
- Each day of a New Member Education Program must include at least 2.5 hours of uninterrupted study, lab use and/or tutorial.
- There will be one PASS DAY per week. This will be the same day every week, determined at the discretion of the chapter. On this day, every week, there are no new member activities (this includes meetings and library/study hours).
- All New Member Education activities will end by 12AM (Midnight) on Sunday through Thursday nights, and by 1AM on Friday and Saturday nights, and not begin until at least 7AM on all days.
- The chapter President, New Member Educator, and Faculty/Staff Advisor will receive documentation granting permission to proceed with an approved New Member Education program for the specifically named students.
- New Member Education for all participants, in every chapter, will begin with the Mandatory New Member Education Workshop. All New Members and the New Member Educator must be in attendance. Exceptions will only be granted if there is a class conflict – and a make-up meeting will be scheduled by the Assistant Director. There will be no New Member Education activities held before this workshop.
- All programs, events, and activities associated with a New Member Education program will not include anything that the State University of New York at New Paltz, the State of New York, or Federal Law would define as Hazing (see *Hazing Policy*).

NEW MEMBER EDUCATION PERMISSABLE ACTIVITIES

The following list offers examples of new member education activities which are permitted:

INSTRUCTION IN THE HISTORY AND PHILOSOPHY OF THE ORGANIZATION such as: the role of fraternal organizations in higher education; relationship of chapters to national or regional groups; financial responsibilities; scholarship; alumni relations; chapter management; brotherhood/sisterhood; group behavior/communications; leadership and life skills; and respect for self and others.

COMMUNITY SERVICE PROGRAMS such as: funding-raising events for non-profit organizations and charities; academic tutorials or study groups; volunteer mentorship of underclassmen, youths and children, etc.

CULTURAL PROGRAMS THAT ENHANCE INTER-CULTURAL KNOWLEDGE AND UNDERSTANDING such as: sponsorship of speakers, workshops or seminars that promote these ideals; social events that exemplify inter-cultural harmony, and respect for others.

SOCIAL PROGRAMS AND RECREATIONAL ACTIVITIES such as: dances, athletic/non-athletic games, parties and other forms of social events that promote a sense of friendship and group camaraderie, and which are conducted in a responsible manner.

LIBRARY/STUDY HOURS: All new members will be allotted a minimum of 2.5 hours per day for uninterrupted study, lab use and/or tutorial with no more than 15 hours required per week. If a student is in need of more hours, this must be indicated by the student to the office of Student Activities and Union Services.

MEETINGS: periodic required business meetings of the new member class, where attendance at such meetings is a reasonable requirement and does not interfere with class, study, or sleep time, and is intended to promote group development, accomplishment of legitimate projects, and teach group leadership and organizational skills.

CONDUCT: respect for the College and our community is essential; opportunities for building relationships between students and the community are encouraged; students are required to conduct themselves responsibly and to produce their student ID and communicate when asked by a professional and/or paraprofessional staff member. No new member activity or intake education instruction should disturb the quality of life in residence and dining halls, or the quality of education in academic or administrative buildings.

COMMON SENSE should prevail. If in doubt about an activity, consult with the Dean of Students or the Office of Student Activities and Union Services.

SUNY NEW PALTZ HAZING POLICY

Hazing violates not only college regulations but state law as well. Individuals and/or organizations found guilty of hazing may face loss of college recognition, disciplinary charges, and or criminal charges.

1) New York State Penal Law, Chapter 716, Section 1, Subsection 120.16 (1983 amended. Effective November 1, 1988)

HAZING IN THE FIRST DEGREE

A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, s/he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury.

Hazing in the First Degree is a Class "A" Misdemeanor.

2) New York State Penal Law, Chapter 716, Section 1, Subsection 120.17, (1987)

HAZING IN THE SECOND DEGREE

A person is guilty of hazing in the second degree when, in the course of another person's initiation into or affiliation with any organization, s/he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person.

Hazing in the Second Degree is a violation.

3) SUNY Board of Trustees "Rules for the Maintenance of Public Order," Title 8, Part 535.3 (1), (Part II, Campus Regulations):

No person singly or in concert with others shall: take any action, create or participate in the creation of any situation which recklessly or intentionally endangers mental or physical health or which involves the forced consumption of liquor or drugs for the purpose of initiation into or affiliation with any organization.

Penalty: Not less than Disciplinary Warning: not more than Expulsion.

4) SUNY New Paltz Campus Regulations and Judicial Procedures Document, Part III, Section B. 10.00:

No person(s) shall subject any member(s) of the College community to degrading or humiliating activities and situations, or could place persons in situations that threaten their health, safety, and well being for purposes of gaining entry into any organization or

group, or through other affiliation processes. (See also related documents Section III, -9 concerning the Policy Governing the Formation, Recognition and Functions of Social/Service Greek Letter Organizations.)

Penalty: Not less than Disciplinary Warning; not more than Expulsion. Students who are Suspended or Expelled for Hazing will have their judicial sanction permanently noted on their academic transcript.

NO ORGANIZATION OR INDIVIDUAL SHALL ENGAGE IN ANY FORM OF HAZING AS PREVIOUSLY DEFINED.

SUNY New Paltz reserves the right to revoke recognition of any chapter or other organization which is found to have violated these or other Federal, State, State University or College rules and regulations. Review of alleged violations may be done by the United Greek Association, the Dean of Students, and the Vice President for Student Affairs, Director of Student Activities and Union Services, and the President.

Revocation of charter does not preclude the imposition of campus judicial charges and/or legal action against individual members of the fraternity, sorority, club or organization. If alleged violations of these policies or laws are found to be serious or aggravated in nature by the Dean of Students, immediate suspension will occur in accordance with Sec. IV Part C, entitled Immediate Administrative Action of the Campus Regulations and Judicial Procedures Document.

WHAT ACTIVITIES ARE CONSIDERED HAZING?

SUNY New Paltz defines hazing as any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student, conditions student to behave in such a manner that would not mirror civil, appropriate, and/or responsible student conduct for the purpose of initiation or admission into or affiliation with an organization.

Such term shall include, but not limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, marching, walking on line, wearing uniforms, chanting/greetings, exposure to the elements, forced consumption of any liquid, food, liquor, drug, or other forced activities such as public stunts or acts of buffoonery, which adversely affect the mental health or dignity of the individual.

For the purpose of this section, any activity as described above which the initiation or admission into or affiliation with an organization is directly or indirectly conditioned shall be presumed to be a "forced activity," the willingness of the individual to participate in such activity notwithstanding.

The following indicates examples of **PROHIBITED ACTIVITIES**.

Physical Activities: calisthenics, sit-ups, push-ups or carrying heavy objects such as bricks, stones, or any other items which serve or create physical hardships, discomfort, distress, or excessive fatigue; requiring individuals to stand on-line or in formation.

Physical Exposure or Abuse: nudity, paddling, pushing, shoving, hitting, punching, tackling, or throwing any substance at another person or submerging or dunking individuals in water or other substances.

Forced or Required Consumption of Any Substance: food, drugs, alcoholic and non-alcoholic beverages.

Psychological Abuse and/or Humiliation: requiring individuals to dress in revealing, embarrassing or uncomfortable clothing; exposing individuals to extremely uncomfortable or dangerous environments (too loud, dark, small, hot - over 75 degrees or cold - below 30 degrees); intense interrogation of individuals, name-calling, or screaming at individuals; requiring individuals to perform any acts which are construed to be humiliating or degrading in nature; requiring individuals to wear a uniform, carry a backpack, wear hair in a certain way, or dress in a way different from active members; telling individuals not to communicate with friends, family, or significant others during the process.

Forced Servitude: being told to clean someone's room/house, running personal errands, or being asked to perform other services or duties not normally shared by initiated members.

Requiring Activities That Are Prohibited Under State Law or College Regulations: awakening individuals during the night for organization activities, requiring excessive periods other than regular library hours and/or interfering with normal sleep or study schedules. Activities are not permitted to occur before 7 a.m. any day of the week; activities must end by midnight on nights where there are classes the next day and 1AM on nights when there are no classes the next day.

Kidnapping: involuntary transportation or abduction of individuals, leaving individuals at off-campus locations and requiring them to find their way home.

Caves: required sleeping and/or living as a group in any room or space other than that to which they are individually assigned.

Any Activity that does not serve the purpose of educating a new member about the chapter, the governance structure, the (inter)national organization, or allow the new member to get to know current members through social events and service opportunities, or permit the individuals to gain leadership, academic, or interpersonal skills should not be part of a chapter's New Member Education Program.

HAZING PREVENTION

The New Member Educators and Chapter Presidents participate in a required New Member Education Planning Workshop conducted by the Office of Student Activities and Union Services each semester. The purpose of this workshop is to educate chapters about hazing, how to prevent it, and how to plan a successful New Member Education Program that is free of hazing. The New Members also participate in educational training during their Intake Meeting prior to beginning their New Member Education Program.

The Office of Student Activities and Union Services and the United Greek Association plan and conduct programs and encourage conversation during National Hazing Prevention Week in the Fall semester. The campus community is invited to participate and share ideas in this week of programming, including essay contests, poster and banner displays, and roundtable discussions.

Members of the campus community or general population are encouraged to report suspected hazing activities to the Office of Student Activities and Union Services (x3025). **For the safety of our students, it is essential that reports of suspected hazing activities by fraternities and sororities be reported.** At the very least, help and support is also available through the Psychological Counseling Center (x2920), OASIS Peer Crisis Intervention Service (x4945), the Resident Assistant and Resident Director staff, faculty or staff members, or University Police (x2222).

SUNY NEW PALTZ RISK MANAGEMENT POLICY

Risk Management is a guideline in establishing and developing policies and practices for responsible behavior within the Greek Life community. The policy of risk Management reduces and limits liability by educating fraternal members of their responsibility to their fraternity/sorority, their campus and their community.

SUNY New Paltz Risk Management Policy mirrors both the Fraternity Insurance Purchasing Group (FIPG) and the National Interfraternity Conference (NIC) Risk Management Policies. In addition to the SUNY New Paltz Risk Management Policy, each chapter is expected to comply with federal, state, and local laws and campus regulations.

The responsibility of a chapter's Risk Management program ultimately falls on the chapter President. However, for the most effective Risk Management Program, each chapter should utilize an officer or a committee to oversee risk management activities and to achieve the safest environment possible for our initiated members, pledges/intake education inductees, and guests. A copy of the organization's Risk Management Policy should be submitted annually to the Office of Student Activities and Union Services.

The possession, sale and/or use of any **ILLEGAL DRUGS OR CONTROLLED SUBSTANCES** during a fraternity/sorority event or at any event that an observer would associate with the fraternity/sorority event or at any event that an observer would associate with the fraternity/sorority, is strictly prohibited.

All rush activities associated with any chapter will be a DRY function.

OPEN PARTIES where alcohol is present, meaning those with unrestricted access by non-members of the fraternity/sorority, without specific invitation, shall be prohibited.

For events held in an establishment where alcoholic beverages are sold, there must be a cash bar with a bartender who accepts the responsibility of denying service to those who are under age. Drink tickets or any other form of prepayment is prohibited.

No alcohol shall be present at any pledge/associate member/novice program, activity or ritual of the chapter.

SUNY NEW PALTZ POLICY ON SEXUAL ABUSE AND HARASSMENT:

According to the Equal Employment Opportunity "Guidelines", unwelcome sexual advances requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to the conduct is either an explicit or implicit term or condition of employment or academic advancement; or
2. Submission to or rejection of the conduct is used as a basis for an employment or evaluative decision affecting the person rejecting or submitting to the conduct; or
3. The conduct has the purpose or effect of unreasonably interfering with an affected person's work performance, learning environment, or creating an intimidating, hostile, or offensive work environment.

4. A chapter will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This includes any actions that are demeaning to men or women, including but not limited to sexual assault or sexual harassment of any kind, including harassment of individuals based on sexual preference.

5. A chapter will not sponsor or participate in any activity, including competitive games or philanthropic endeavors that are abusive or demeaning to human beings.

6. A chapter will educate its members on the issue of sexual abuse and sexual harassment.

COLLEGE SUPPORT

ADVISORS

Each fraternity and sorority is required to have at least one SUNY New Paltz faculty or staff advisor. The advisor should be selected by the organization membership each semester. The advisor will work with the group and provide support when appropriate. The Chapter must submit an Advisor Agreement Form (see Appendix) each semester. While the Office of Student Activities and Union Services will keep the faculty/staff advisor informed of business related to the chapter, its status, and its new member education programs, it is the responsibility of the chapter to communicate with the advisor on a regular basis.

Often, chapters have graduate advisors, alumni advisors, or regional/national advisors who work closely with the chapter to ensure its progress and success. The names and contact information of any chapter advisors should be reported to the Office of Student Activities and Union Services via the Chapter Roster (see Appendix).

THE DIVISION OF STUDENT AFFAIRS AND THE OFFICE OF STUDENT ACTIVITIES AND UNION SERVICES

Fraternalities and sororities will have support from the Division of Student Affairs via the Office of Student Activities and Union Services. This support will include implementation of programs, advising governance councils, providing leadership training, and handling administrative policy matters. The Office provides support to all students, clubs, and organizations in event and program planning assistance, educational programming, and social events.

In particular, members of fraternities and sororities can utilize the Office for guidance and support related to chapter business and governance, leadership training, community service projects, and academic success programs and recognition. The Office will serve as the liaison between the College and the Regional/National organization offices, and advise the United Greek Association and its sub-governing boards.

The Office of Student Activities and Union Services will also promote fraternity and sorority life to new students, their families, and the campus community. The Office has designated space on its website for each organization to link to its own chapter website, recognizes the academic success of chapters and individuals via the annual Fraternity & Sorority Scholarship Reception, and recognizes the success of individuals and chapters with the annual Fraternity & Sorority Awards at the Club & Leadership Awards Reception.

FIVE-STAR CHAPTER ACCREDITATION PROGRAM

The Five-Star Chapter Accreditation Program exists to assist fraternities and sororities in monitoring and improving their own activity and performance. Through the submission of required administrative paperwork, participation in UGA and sub-governing board events, community service, academic success, and new member education, a chapter can earn points towards its accreditation rating (between one and five stars). Every recognized chartered organization is required to attain at least a two star rating to maintain its recognition. Please see Appendix for more information.

PERIODIC REVIEW OF POLICY

All aspects of this policy manual will be subject to review at the end of each academic year and may be amended, expanded, or withdrawn as is deemed necessary and appropriate by the College Administration and the College Council.

(Revised Summer 2009)

APPENDIX

- A: Chapter Roster
- B: Advisor Agreement Form
- C: Program Completion Report
- D: Community Service Report
- E: New Member Education Packet
- F: Five Star Accreditation Program
- G: United Greek Association Constitution