

FALL 2020 FRATERNITY/SORORITY NEW MEMBER EDUCATION PACKET

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It is essential that attention is given to the expectations and due dates contained within this packet.

Questions or concerns may be discussed with Emily Bazinet (bazinete@newpaltz.edu), Associate Director, Center for Student Engagement.

New Member Education Timeline – Fall 2020

- TBA** **Virtual Fraternity & Sorority Fair**
Register online via ENGAGE
- Wednesday, September 2:** **Mandatory Training Workshop for New Member Educators and Chapter Presidents**
1:00pm on Zoom; details TBA
Chapters who intend on having New Members this semester must attend, or notify Emily in advance of any conflicts.
- Friday, September 11:** **New Member Education Program Proposal due by 12pm via Engage**
New Member Educators must submit the "Fall 2020 New Member Education Program Proposal Form" on Engage. Complete the entire form, and be prepared to upload a .pdf file of your New Member Calendar (indicating all activities/meetings/assignments/etc.)
- Chapter New Member Abstention Form due on Engage by 12pm**
(For chapters not having a new member class this semester)
Chapter Primary Contacts must submit the "Fall 2020 Chapter New Member Abstention Form" on Engage.
- Week of September 14:** **Individual Chapter meetings with Emily to review and discuss your New Member Program.**
Meetings will be held over Zoom/Webex; Chapter President and New Member Educator must attend. Schedule meetings at <https://calendly.com/emilybazinet>
- Wednesday, September 23:** **New Member Rosters due via Engage by 12pm**
New Member Educators must submit the "Fall 2020 New Member Roster" form on Engage; this list must be inclusive of all students who have accepted a bid and/or will begin your Fall 2020 New Member Program. Emily will get back to you by the next business day to confirm the eligibility of each of your new members.
- New Member Acceptance Forms due via Engage by 12pm**
Each individual New Member must submit the "Fall 2020 New Member Acceptance Form" on Engage indicating they accept membership into the named organization.
- September 24 -27:** **New Member Orientation Module Assignment**
Each individual New Member and the New Member Educator must complete the online "New Member Orientation" module; instructions will be emailed to each individual on Thursday, September 24.
- Monday, September 28:** **Approved New Member Education Activities May Begin**
All students must have completed the New Member Orientation Module to participate in any activity.
- September 28-30:** **Chapter New Member Meetings with Emily**
Chapters coordinate and schedule a virtual meeting with Emily at <https://calendly.com/emilybazinet> ; all New Members, New Member Educator, and Chapter President must attend.
- Date TBA** **"Sexual and Interpersonal Violence" Virtual Training Session**
All New Members must participate in a virtual training session hosted by the Title IX Office; details TBA.

During your NME Program:

If a New Member Discontinues the Program...

New Member Educators must submit a "New Member Education Discontinuation Notice Form" on Engage by the next business day of a student's decision. Upon receipt, Emily will schedule a virtual exit interview with the student.

When a Program is Complete:

(On or before Monday, November 9)

New Member Program Completion Form Due via Engage

The New Member Educator must submit the "Fall 2020 New Member Program Completion Form" on Engage within 24 hours after initiation. This indicates that the program is completed and the students listed on the form have been initiated.

Initiated Member Forms Due via Engage

Each individual New Member must submit the "Fall 2020 Initiated Member Form" on Engage indicating they have completed their program and are an initiated member of the named organization.

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.

New York Penal Law § 120.16

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, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, 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.

New York Penal Law § 120.17

Hazing in the second degree.

A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person.

Hazing in the second degree is a violation.

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.

SUNY New Paltz Student Handbook, Part III, Section B. 11.00:

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.

Penalty: Disciplinary Probation, Suspension (Held in Abeyance), Suspension or Expulsion with Academic Transcript Notation

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 Fraternity & Sorority Association, the Dean of Students, and the Vice President for Student Affairs, Director of the Center for Student Engagement, 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.

ADDITIONAL 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.

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 of individuals; requiring individuals to perform any acts which are construed to be humiliating or degrading in nature.

Forced Servitude: cleaning members rooms, running personal errands, or 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. (Pledging activities that occur before 7 a.m. any day or past midnight Sunday through Thursday and/or past 1 a.m. Friday and Saturday.)

Kidnapping: involuntary transportation or abduction of individuals or 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 residence hall other than those to which they are assigned to as overnight guest when such numbers exceed the beds available.

NEW MEMBER REQUIREMENTS

New Members 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 students and students on Academic Probation are ineligible to become New Members.
2. First-semester first-year students are ineligible to become New Members.
3. A 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.
5. Students must meet the requirements as outlined by each individual chapter's National/Local Offices.

NEW MEMBER EDUCATION PROGRAM REQUIREMENTS

New Member Educators Training on Wednesday, September 2, 2020 at 1pm on Zoom

- New Member Educators and Presidents of chapters considering having New Members for Fall 2020 **MUST ATTEND**. *Email Emily in advance if you are not able to attend so we can discuss alternatives.*
- The purpose of this workshop is for the Center for Student Engagement to describe, in detail, the expectations of your New Member Education Program. This includes covering the Hazing Policies, who is eligible and ineligible to become New Members, recruitment expectations, and New Member Education Program Expectations.

New Member Program Calendar due at 12pm on Friday, September 11, 2020

- Programs must be submitted via the "Fall 2020 New Member Education Program Proposal Form" on Engage. Be sure to answer all questions, and be prepared to upload a document detailing your complete New Member Calendar. All activities/meetings/expectations must be included on that document.
- Please also schedule your individual meeting with Emily by this time (see below).

Individual Chapter Leadership Meetings during the week of September 14.

- Please schedule this meeting at <https://calendly.com/emilybazinet> ; Chapter Presidents and New Member Educators must attend.
- The purpose of this meeting is to finalize and approve your New Member Program. If necessary, follow up meetings will be scheduled.
- All New Member Education Program Calendars must be approved by Wednesday, September 21, 2020. *If a Program has not been completed or revised as required by the Fraternity and Sorority Life Advisor, the chapter will not be eligible to proceed with any New Member Education Programs, and therefore will not be able to have New Members for the Fall 2020 semester.*

Completed New Member Education Program Proposals will consist of the following:

- It must be a completed New Member Program, accounting for times, dates, and locations of all activities, and including a description of every event. IT MUST INCLUDE EVERY ACTIVITY/ASSIGNMENT/EXPECTATION of your New Members.
- The calendar should account for time/date/location and description of each activity. If you do not have a form that you use to send to your Regional/National Offices, **please use the word document available on Blackboard.** You may also email Emily (bazinete@newpaltz.edu) to request a form to be sent to you.
- For the Fall 2020 semester, all activities, including induction/initiation, are to be virtual. Please work with your national/regional office to develop a calendar of activities that meets the expectations of your national office.
- For the Fall 2020 semester, travel is prohibited.
- It will include 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 NME Program.
- All New Members will attend one of the Mandatory Title IX Sessions. These sessions will be held virtually, and will be communicated to you and your new members in advance.
- Each day must include at least 2.5 hours of uninterrupted study, lab use and/or tutorial. This means that outside of NM activities, assignments, and classes, a NM should be able to find at least 2.5 hours a day to study during reasonable hours. In-person library hours are prohibited for Fall 2020.
- There will be at least one PASS DAY per week. This will be the same day every week. On this day, there are NO NEW MEMBER ACTIVITIES (this includes meetings and library/study hours/assignments). Designate the same day each week with "PASS DAY". **More than one Pass Day is recommended.**
- All New Member Education activities will end by 12AM (Midnight) on Sunday through Thursday nights, and by 1AM on Friday and Saturday nights.
- New Member Education activities will be completed on or before 12:00PM on Monday, November 9, 2020. For Fall 2020, we have set a 6-week window for all organizations; this accounts for additional recruitment time at the start of the semester, the campus's abbreviated in-person class schedule, and allows for flexibility if the campus pivots to fully-remote learning (see bullet below).
- If the campus pivots to fully-remote learning during the semester, New Member Programs will be suspended until classes resume. We will revisit your organization's schedule and make accommodations to ensure the program can resume as scheduled; if needed we will adjust the end date by the number of days classes are suspended.
- Alcohol/drug use and/or the presence of alcohol or drugs are not permitted at any recruitment event or an activity where New Members are present.



Center for Student Engagement
 Student Union Building, Room 211
 845-257-3025

FALL 2020 NEW MEMBER EDUCATION PROGRAM CALENDAR

Create a day-by-day calendar of events. Please indicate times, locations, dates and thorough descriptions of all events. We should have the opportunity to have a complete understanding of all aspects of your New Member Education Program. Please note that program requirements are already filled in.

You may use this calendar, or create another document as long as all information is included: time, date, virtual location, and description of activity, for all events/requirements.

Your program calendar will need to be uploaded to the "Fall 2020 New Member Education Program Proposal Form" on Engage by Friday, September 11, 2020 at 12pm.

Name of Organization: _____

New Member Educator Name: _____

Email: _____ @hawkmail.newpaltz.edu **Phone Number:** _____

September 2020

| Date | Times | Virtual Location/Platform | Description of Activities/Events |
|----------------|-------|---------------------------|----------------------------------|
| M 9/28 | | | |
| Tu 9/29 | | | |
| W 9/30 | | | |

October 2020

| Date | Times | Virtual Location/Platform | Description of Activities/Events |
|----------------|-------|---------------------------|----------------------------------|
| Th 10/1 | | | |
| F 10/2 | | | |
| Sa 10/3 | | | |
| Su 10/4 | | | |
| M 10/5 | | | |
| Tu 10/6 | | | |
| W 10/7 | | | |

| | | | |
|-----------------|--|--|--|
| Th 10/8 | | | |
| F 10/9 | | | |
| Sa 10/10 | | | |
| Su 10/11 | | | |
| M 10/12 | | | |
| Tu 10/13 | | | |
| W 10/14 | | | |
| Th 10/15 | | | |
| F 10/16 | | | |
| Sa 10/17 | | | |
| Su 10/18 | | | |
| M 10/19 | | | |
| Tu 10/20 | | | |
| W 10/21 | | | |
| Th 10/22 | | | |
| F 10/23 | | | |
| Sa 10/24 | | | |
| Su 10/25 | | | |
| M 10/26 | | | |
| Tu 10/27 | | | |
| W 10/28 | | | |
| Th 10/29 | | | |
| F 10/30 | | | |
| Sa 10/31 | | | |

November 2020

| Date | Times | Virtual Location/Platform | Description of Activities/Events |
|----------------|--------------|----------------------------------|---|
| Su 11/1 | | | |
| M 11/2 | | | |

| | | | |
|----------------|--|--|--|
| Tu 11/3 | | | |
| W 11/4 | | | |
| Th 11/5 | | | |
| F 11/6 | | | |
| Sa 11/7 | | | |
| Su 11/8 | | | |
| M 11/9 | | | ALL NEW MEMBER ACTIVITIES ARE COMPLETED BY 12NOON |