



#TIMW x #TIMM University

Tau Iota Mu Psi, Inc
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Hazing

The chapter should have a system in place that encourages new members to come forward to board of directors and chapter leaders regarding hazing incidents that may have occurred. The system must include a prohibition on any form of harassment or retaliation against a member or new member who reports possible hazing activities to the chapter or its officers, Fraternity and Sorority Affairs, or the inter/national headquarters.

- If an emergency arises, please contact:
 - Police – 911
- If a non-emergency incident arises, please contact:
 - Anti-Hazing Hotline – (888) NOT-HAZE (668-4295)

Reports of hazing can be made anonymously; however, it is very important to be specific about **who** is involved, **what** was observed, **when** and **where** the incident occurred – relevant and specific information.

What is Hazing?

Hazing is any action taken or situation created intentionally:

- that causes embarrassment, harassment or ridicule
- risks emotional and/or physical harm
- to members of an organization or team
- whether new or not
- **regardless of the person's willingness to participate**

Still confused? Ask yourself these questions:

- Would I feel comfortable participating in this activity if my parents were watching?
- Would we get in trouble if a staff member walked by?
- Am I being asked to keep these activities a secret?
- Am I doing anything illegal?
- Does participation violate my values or those of my organization?
- Is it causing emotional distress or stress of any kind to myself or others?
- Is alcohol involved?
- Will active/current members of the group refuse to participate with the new members and do exactly what they're being asked to do?
- Would you object to the activity being photographed for the school newspaper or filmed by the local TV news crew?

If the answer to any of these questions is **“yes,”** the activity is probably hazing.

Hazing Statistics

- 1.5 million high school students are hazed each year; 47% of students came to college already having experienced hazing.
- 55% of college students involved in clubs, teams and organizations experience hazing.
- Alcohol consumption, humiliation, isolation, sleep-deprivation and sexual acts are hazing practices common across all types of student groups.
- 40% of athletes who reported being involved in hazing behaviors report that a coach or advisor was aware of the activity; 22% report that the coach was involved.
- In 95% of cases where students identified their experience as hazing, they did not report the events to campus officials.
- Since 1970 there has been at least one fraternity hazing-related death every year and 153 college hazing-related deaths documented
- 82% of deaths from hazing involve alcohol.

Myths and Facts about Hazing

Myth #1: Hazing is no more than foolish pranks that sometimes go awry.

Fact: Hazing is an act of power and control over others — it is victimization. Hazing is pre-meditated and NOT accidental. Hazing is abusive, degrading and often life-threatening.

Myth #2: As long as there's no malicious intent, a little hazing should be O.K.

Fact: Even if there's no malicious "intent" safety may still be a factor in traditional hazing activities that are considered to be "all in good fun." For example, serious accidents have occurred during scavenger hunts and kidnapping trips. Besides, what purpose do such activities serve in promoting the growth and development of group team members?

Myth #3: Hazing is an effective way to teach respect and develop discipline.

Fact: First of all, respect must be EARNED —not taught. Victims of hazing rarely report having respect for those who have hazed them. Just like other forms of victimization, hazing breeds mistrust, apathy and alienation.

Myth #4: If someone agrees to participate in an activity, it can't be considered hazing.

Fact: In states that have laws against hazing consent of the victim can't be used as a defense in a civil suit. This is because even if someone agrees to participate in a potentially hazardous action it may not be true consent when considering the peer pressure and desire to belong to the group.

Myth #5: It's difficult to determine whether or not a certain activity is hazing—it's such a gray area sometimes.

Fact: It's not difficult to decide if an activity is hazing if you use common sense and ask yourself the questions on the previous page.

Hidden Harm of Hazing

The concept of hidden harm has to do with the fact that:

- We don't know everything about the newest members of our organizations. We do not even know EVERYTHING about our best friends.
- Someone could have a hidden background that would make them highly susceptible to serious repercussions if hazed.
- Hazing can be physically or psychologically harmful to even perfectly healthy individuals.
- Mix hazing with any one of numerous issues individuals may be dealing with, and the damage can increase exponentially.

What kinds of things are we talking about?

- Consider the "baggage" that today's students can bring with them to high school or college.
- Have you dealt with or do you know anyone who:
 - Suffers from depression or another mental health issue?
 - Has served in the military - been in a war zone?
 - Been sexually assaulted?
 - Comes from an alcoholic family?
 - Has suffered the loss of a friend or family member?
 - Has had an alcohol or other addiction?
 - Has attempted or seriously considered suicide?
 - Is on medication or has been in counseling for a mental health disorder?
 - Has been abused physically or emotionally?
 - Has been hazed or bullied before?

All of the above backgrounds - as well as countless others we cannot even imagine, much less know about - could put someone at higher risk of being re-traumatized through hazing.

Hazing Examples

Hazing is a criminal offense in more than 38 states! Insurance does not cover a felonious act! This list of hazing activities, including examples, is intended as a guide. It is NOT complete. Almost anything that new members have to do and initiated members don't is hazing. Would you feel comfortable if the parents of your new members were present?

- Any form of forced physical activities and exercise, whether extreme or not (e.g., push-ups, sit-ups or other calisthenics, runs, walks, etc.; whether on a regular surface such as land or a floor, or in some substance such as mud, snow, etc.)
 - Publicly wearing apparel which is conspicuous and not "normally" in good taste
 - Forcing an individual to participate in any activity or become involved in any situation that is in violation of federal, state or local laws; contrary to the person's genuine moral or religious beliefs; or contrary to the rules and regulations of the educational institution or the national fraternity
 - Scavenger hunts, whether or not such hunts promote theft, vandalism, destruction of property, and humiliating public acts
 - Using any type of demerit system other than a positive evaluation program
 - All night work or study sessions
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New member Manual

- Sleep deprivation
- Subjecting an individual to cruel or unusual psychological conditions for any reason
- Verbal abuse; yelling and screaming at new members
- Line-ups of the new member class, or grilling individuals or groups of new members with questions of any kind.
- Any activity that would degrade or otherwise compromise the dignity of the individual
- Any activity that requires an unreasonable or inordinate amount of the individual's time, or in any manner impairs the individual's academic efforts
- Any activity that makes the individual an object of amusement or ridicule
- Personal errands run by new members for initiated members (servitude)
- Assigning pranks such as stealing, painting objects, panty raids, or harassing another organization
- Initiated members intentionally messing up the house or a room for the new members to clean
- New members not permitted adequate time for studies (including during pre-initiation or initiation period)
- New members expected to do anything that initiated members will not do with them
- Black book, name lists, paddles, etc. on which signatures must be obtained.
- Purposeless runs for the sake of creating unity
- Creation of excessive fatigue
- Harassing other fraternities or sororities
- Any special pre-initiation activities which do not contribute to the development of the member.

Penalties for hazing are very severe. If you think it is hazing, it probably is. Don't put yourself in a situation that could jeopardize the chapter, organization or any member. This is a very serious matter.

Alternatives to Hazing

It is important for chapters and new members to implement activities that will provide positive outcomes. Below is a list of alternatives to hazing to assist you in the development of your new member education program. If you have an idea for an activity but are not sure whether or not it would be considered hazing, please contact Fraternity and Sorority Affairs.

- Pair up each new member with a mentor in the chapter and ask that they have lunch once a week (athletic, speaker, etc.).
 - Provide a group of new members and active members with a list of questions they are to talk about. Start with simpler questions (what would you do with a billion dollars?) and progress to more personal questions (what is the biggest mistake you ever made?). As an alternative you could ask each person to write a question down on a card and put in a box and then go through each one. If someone chooses not to answer a particular question, do not force them!
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New member Manual

- Hold an internal 3 on 3 basketball tournament with teams comprised of 1 active and 2 new members or vice versa that will last throughout the new member program. Provide a prize for the winning team.
- Hold a dinner and a movie night at the house and invite another chapter's new member class over.
- If within driving distance, arrange for a visit to your inter/national headquarters for new members and set up a tour of the building, see some artifacts, learn some history, meet the staff, and ask for the Executive Director to speak to the group.
- At the very beginning of the new member program ask the group to develop a community service project that will span the duration of the program. Help them with ideas but ultimately allow them to decide what to do and to plan it all out from start to finish.
- Invite the Tau Iota Mu Psi, Inc. staff to lunch, dinner, or a meet and greet with new members.
- Pair up a new member and current member for a semester long GPA competition. At the end of the semester average the two GPAs and announce the winner. Possibly provide a small scholarship to the winner.
- Give new members the opportunity to shadow a chapter officer and assist in planning a program or event.
- Have the new member class create a letter introducing themselves and send out to alumni.
- Bring in a "successful" alumnus to talk about leadership and how their experience in the chapter helped shape them.
- Host a family weekend activity for new members to bring family members for a weekend of events, to meet current members, and learn more about the organization their son or daughter has committed to.
- Bring in professionals from various departments to discuss their roles and services offered.
- Invite a professional over to discuss issues related to alcohol use and abuse.
- Teach the new members about the chapter bylaws and internal procedures.
- Ask your chapter's risk manager to explain the risk management procedures for events.

For further information and ideas please feel free to visit the following websites:

www.StopHazing.org

www.HazingPrevention.org

www.OutsideHazing.com

www.HazingStudy.org

ANTI-HAZING STATEMENT

Please read the hazing policies and statements below.

Once complete, please sign the bottom of the following page if agreeing to comply with the anti-hazing policy.

Tau Iota Mu Psi, Inc. Standards of Conduct

A. Compliance is expected by all groups and individuals at Tau Iota Mu Psi, Inc. Tau Iota Mu Psi, Inc. defines hazing as follows:

Any action taken or situation created, whether on or off company premises, which has the potential to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include, but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts/scavenger hunts (without the expressed and prior approval of the appropriate director, road trips or any other such activities carried on outside or inside the confines of any living unit (without the expressed and prior approval of the appropriate director); wearing public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual, or policy, or the regulations and policies of the non-profit sector code.

B. Violations are reviewed by the volunteer's director and the director of Fraternity and Sorority Affairs and our organizations officials. In responding to groups found responsible for hazing, conduct boards are trained to begin response discussions with the possibility of revoking the recruitment privileges of such organizations.

Inter/National Headquarters

Each fraternity and sorority should also have its own definition and policies on hazing. If you are unaware of any such policy, please contact your inter/national headquarters office or visit their website for available resources. The chapter is required to comply with these policies as well as that of Tau Iota Mu Psi, Inc.

The chapter officers listed below agree to ensure each of the following is completed:

- ✓ The New member shall read Tau Iota Mu Psi, Inc.'s Anti-Hazing Policy, from the *Standards of Student Conduct* (listed above), during a new member meeting quarterly.
 - ✓ The new members will be asked and should understand their rights to report hazing without any repercussions from the chapter.
 - ✓ Any functions sponsored by the chapter will adhere to the Organization's Anti-Hazing Policy, inter/national fraternity or sorority headquarters policies, and all applicable federal, state and local laws and ordinances.
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New member Manual

- ✓ The chapter shall develop a written new member education program as a separate document from your inter/national headquarters program (if applicable). This program shall show in detail the activities planned and the responsibilities of the new members and initiated members, from formal pledging to initiation. This program must be submitted to The Board of Directors here at Tau Iota Mu Psi, Inc. at least one week (7 business days) prior to the commencement of a new member program each quarter.
- ✓ The undersigned officers recognize their duties to uphold the laws, rules, regulations and policies of Tau Iota Mu Psi, Inc. and inter/national headquarters policies.
- ✓ The members of my chapter also understand that, if found in violation of the Hazing Policy, disciplinary action will be taken. Such action may include, but is not limited to, revocation of recognition of the chapter and termination of the responsible parties.
- ✓ I understand that the chapter advisor(s) and, if appropriate, the inter/national office of the Fraternity/Sorority will be notified of cases of alleged and/or confirmed violations of the policy.

Hazing is prohibited and any member failing to comply with this policy is subject to disciplinary action. This policy pertains to all new member, active and alumni/ae members of the fraternity or sorority.

**Chairman of the Board
(signature)**

Vice President (signature)

New member (signature)

**Volunteer Services Director
(signature)**

Program Director (signature)

Secretary (signature)



Membership Contract

November _____, 2018

(NEW YORK) Membership Contract

In my association with Tau Iota Mu Psi, I, _____ will, in all my endeavors, strive to respect the (FRATERNITY/SORORITY) and the (MEN/WOMEN) who are its members.

I will strive to further the moral, social and intellectual development of its members through association and (BROTHERHOOD/SISTERHOOD);

I will fulfill all requirements necessary for my approval for initiation into The New York Chapter of Tau Iota Mu Psi:

- Recruitment responsibilities
- Employment responsibilities
- Financial responsibilities
- Understanding of teachings and history

In pursuit of these goals, I will fulfill to the best of my ability the duties and responsibilities with which I am charged.

As a new member, it is my honor to abide by this code.

As a New Member of The New York Chapter of Tau Iota Mu Psi, I realize that by signing above, I agree to abide by the New Member Code. I realize that any violation of this code is a serious matter, and will be dealt with by the New member and/or Standards board of my chapter and can be referred to The Board of Directors for further disciplinary action.

Signed _____ Date _____
