



PHI GAMMA DELTA

BUILDING COURAGEOUS LEADERS

Definition & Examples of Hazing

“Hazing” generally refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Even if an activity is the “voluntary” decision of a new member class, it occurs because the chapter has created an expectation for it, and it may be considered hazing.

Definition of Hazing (from the Phi Gamma Delta Risk Management Policy)

No chapter, colony, pledge, undergraduate or graduate brother shall require, allow, or participate in any hazing ceremony or activity. Hazing is any action taken or situation created intentionally that causes embarrassment, harassment or ridicule and risks physical, emotional and/or mental harm, regardless of the person's willingness to participate in order to join or retain membership. Hazing includes, but is not limited to, activities and/or requirements imposed on individuals or groups which:

- a. Violate federal, state, provincial, or local laws, or college / university or Fraternity policies*
- b. Knowingly or recklessly subjects a person(s) to unreasonable risk of physical, mental or emotional harm or humiliation*
- c. Involve the forced or suggested consumption of alcohol or drugs, or any other substance in any non-customary manner*
- d. Involve or threaten brutality of a physical or mental nature*
- e. Are demeaning and/or humiliating*
- f. Adversely affect a person's well-being and/or academic performance*
- g. Impose undue hardship or abridge any rights*

Examples of Hazing:

Below are some examples of hazing activities. This is not an all-inclusive list.

- Assigning demerits
- Silence periods with implied threats for violation
- Deprivation of privileges granted to other members
- Requiring new members to perform duties not assigned to brothers (cleaning the house, building the homecoming float, setting up for parties or tailgates)
- Social isolation, including not allowing new members to contact parents, friends, etc.
- Line-ups and drills on information
- Requiring new members to refer to brothers with titles (e.g. “Mr.”, “Brother”) while new members are identified with demeaning terms
- Expecting new members to always carry certain items
- Verbal abuse
- Threats or implied threats
- Asking new members to wear embarrassing or humiliating attire or a “uniform”

- Stunt or skit nights with degrading, crude, or humiliating acts
- Expecting new members to perform personal service such as carrying books, running errands, cooking, cleaning, etc.
- Sleep deprivation
- Sexual simulations
- Depriving new members of maintaining a normal schedule of bodily cleanliness
- Expecting new members to harass others
- Forced, coerced or encouraged alcohol or drug consumption
- Forced, coerced or encouraged ingestion of substances or concoctions
- Over consumption of water or any other liquid
- Beating, paddling or other forms of assault
- Branding or burning
- Expecting abuse or mistreatment of animals
- Nudity, public or otherwise
- Expecting illegal activity
- Physically restraining new members or tying them up
- Abductions/kidnaps, whether of or by new members
- Exposure to cold or extreme heat without appropriate protection
- Expecting new members to sleep anywhere other than their usual arrangements
- Restricting new members use of certain entrances/exits of the house
- Conducting initiation very late at night or very early in the morning

Activities That Are Inappropriate or Discouraged

While the following activities or requirements, by themselves, are not considered hazing, they are inappropriate. Chapters are strongly discouraged from using them, for one or more of the following reasons:

- It has no appropriate or obvious benefit.
 - It creates a situation that is easily abused by members.
 - It provides an opportunity for future drift or embellishment into a hazing act.
 - It encourages a contrived separation of new members from brothers, when the emphasis should be on assimilating new members into chapter activities.
- Service or house improvement projects for new members only (get brothers and new members working together through existing committees or events).
 - Pre-initiation activities (any legitimate aims can and should be achieved earlier, over the course of the new members program).
 - Keeping secret from the new members the day and time of initiation.
 - Expecting new members to get brothers' signatures.
 - New member class retreats/walkouts without a purposeful agenda or adequate planning and supervision.
 - Requiring new members to memorize inconsequential facts such as every brother's full name and hometown, obscure chapter facts and history, etc.
 - Requiring the entire new member class to retake an exam when one or a few fail it.
 - Imposing undue time burdens on new members and/or controlling most of their non-class time.