



Office of Fraternity and Sorority Life

Division of the Vice Provost for University Life

University of Pennsylvania

3933 Walnut Street, Philadelphia, PA 19104-3608 | Mail Code: 6136

Tel: (215) 898-5264 | Fax: (215) 573-6752 | Web: www.vpul.upenn.edu/ofsl

Hazing Policies

Part I. University of Pennsylvania Antihazing Regulations

The following Regulations apply to all University students and student groups.

The University is an association of equals who, in working together, comprise a scholarly community. Hazing is inconsistent with the goals and purposes of the University and is explicitly forbidden.

Hazing: Definition

- I. For purposes of these regulations, and consistent with the Anti-Hazing Law of Pennsylvania, hazing means any action of situation which (1) recklessly or intentionally endangers the mental or physical health or safety of a student, or (2) willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, an organization operating under the sanction of, or recognized as an organization by, the University including, without limitation, fraternities and sororities (an "Organization").

For purposes of these regulations, any activity as described herein upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be "forced" activity, the willingness of an individual to participate in such activity notwithstanding.

- II. Examples of types of prohibited hazing follow. These examples are merely illustrative of specific forbidden practices and are not intended to be all inclusive.
 - a. Any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics or exposure to the elements.
 - b. Forced consumption of any food, liquor, drug, or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual.
 - c. Any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.
 - d. Any willful destruction or removal of public or private property.
 - e. Placing a member or pledge in a situation of actual or simulated peril or jeopardy.
 - f. Undignified stunts or methods, either private or public and/or any ordeal that is in any respect indecent or shocking to moral or religious scruples or sensibilities.
 - g. Kidnapping and paddling.
- III. There are time and place limitations on all fraternity and sorority pledging activities. For purposes of this section, pledging is activity that is unique to a pledge and performed as a requirement of membership in a fraternity or sorority.
 - a. There shall be no pledging activities between midnight and 8:00 a.m. Sunday through Thursday. This rule will be strictly enforced.
 - b. Pledging activities shall not occupy more than ten hours per week, excluding study hours and community service.
 - c. The length of pledging shall be limited to the time period set forth in National Interfraternity Council, National Panhellenic Conference, or National Pan-Hellenic Council Guidelines or as prescribed by the national headquarters of each University of Pennsylvania affiliated chapter.
 - d. Any pledging practices including raids, treasure hunts and scavenger hunts taking place outside of the chapter house are prohibited. The residence halls, in particular, are off limits to the pledge activities of Organizations.
 - e. With one exception, pledges may not be sent on trips. Pledges may voluntarily visit other chapters of a fraternity with the express approval of the Chapter Advisor. The Director of Fraternity and Sorority Affairs shall be notified of

the prior approval in writing. Approval should be granted only when the trip has been sanctioned by a national officer of the fraternity, when adequate funds, transportation and supervision are provided, and when the purpose of the trip is of a constructive nature.

Hazing: Penalties

Penalties for engaging in hazing activities include University sanctions against individuals and organizations, and criminal sanctions under state law.

IV. Individuals

- a. All students, whether or not they are affiliated with an organization, are governed by the Guidelines on Open Expression and Charter of the University Student Judicial System. Infractions of the above Antihazing Regulations are subject to sanctions as set forth in the Charter of the University Student Judicial System. These sanctions include the following: warning, reprimand, fine, restitution, disciplinary probation for a specified period, withdrawal of privileges, indefinite probation (i.e., probation whenever and as long as the respondent is a full- or part-time student at the University), term suspension (ordinarily not to exceed two years), indefinite suspension with no automatic right of readmission, or expulsion.

V. Organizations

a. Fraternities and Sororities

All fraternities and sororities are governed by the University policy entitled "Recognition and Governance of Undergraduate Social Fraternities and Sororities" (the "Recognition Policy"). For infractions of the Antihazing Regulations above, the fraternity or sorority is subject to sanctions as set forth in the Recognition Policy. These sanctions include administrative warning, chapter probation, suspension of University recognition, and withdrawal of University recognition. The national fraternity of any chapter convicted of a pledging infraction will be notified of this fact.

b. Other Organizations

For infractions of the above Antihazing Regulations, organizations which are not fraternities or sororities are subject to sanctions including loss of University facility use privileges and loss of Student Activities Council recognition and funding.

c. Criminal and Civil Liability

In addition to the sanctions described above, a student or organization may be subject to civil liability or to criminal liability under Pennsylvania's Antihazing Law or otherwise in accordance with state law.

Part II. Pennsylvania State Antihazing Law (2016 Act 31, 1986 Act 175)

- I. **Section 1.** Sections 2 and 4 of the act of December 15, 1986 (P.L.1595, No.175), known as the Antihazing Law, are amended to read:

- II. **Section 2.** Definitions. The following words and phrases when used in this act shall have the meanings given to them in this section unless the context clearly indicates otherwise:

- a. "Hazing." Any action or situation which recklessly or intentionally endangers the mental or physical health or safety of [a student] a person or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization [operating under the sanction of or recognized as an organization by an institution of higher education]. The term shall include, but not be limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual, or any willful destruction or removal of public or private property. For purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be "forced" activity, the willingness of an individual to

participate in such activity notwithstanding.

- b. "Institution of higher education" or "institution." Any public or private institution within this Commonwealth authorized to grant an associate degree or higher academic degree.
- c. "Secondary school." Any public or private school within this Commonwealth providing instruction in grades 7 through 12 or any combination of those grades.

III. **Section 3.** Hazing prohibited. Any person who causes or participates in hazing commits a misdemeanor of the third degree.

IV. **Section 4.** Enforcement by institution and secondary school.

a. Antihazing policy

- i. Each institution and each governing board of a secondary school shall adopt a written antihazing policy and, pursuant to that policy, shall adopt rules prohibiting students or other persons associated with any organization operating under the sanction of or recognized as an organization by the institution or secondary school from engaging in any activity which can be described as hazing.
- ii. Each secondary school shall provide a copy of the written antihazing policy, its rules, penalties and program of enforcement to all athletic coaches involved in organizations within the secondary school.
- iii. Each governing board of a secondary school shall post its written antihazing policy on its publicly accessible Internet website.

b. Enforcement and penalties

- i. Each institution and each governing board of a secondary school shall provide a program for the enforcement of such rules and shall adopt appropriate penalties for violations of such rules to be administered by the person or agency at the institution or secondary school responsible for the sanctioning or recognition of such organizations.
- ii. Such penalties may include the imposition of fines, the withholding of diplomas or transcripts pending compliance with the rules or pending payment of fines and the imposition of probation, suspension [or], dismissal or expulsion.
- iii. In the case of an organization which authorizes hazing in blatant disregard of such rules, penalties may also include rescission of permission for that organization to operate on campus or other school property or to otherwise operate under the sanction or recognition of the institution or secondary school.
- iv. All penalties imposed under the authority of this section shall be in addition to any penalty imposed for violation of section 3 or any of the criminal laws of this State or for violation of any other institutional or secondary school rule to which the violator may be subject.
- v. Rules adopted pursuant hereto shall apply to acts conducted on or off campus or other school property whenever such acts are deemed to constitute hazing.



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FULL ORGANIZATION NAME:		CHAPTER:	
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I hereby certify that as a new member of the above-listed organization, I have read, reviewed, and understand the University of Pennsylvania Antihazing Regulations and the Pennsylvania State Antihazing Law.

#	NAME (FIRST, MI, LAST/FAMILY NAME)	SIGNATURE	DATE SIGNED
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CHAPTER PRESIDENT NAME	CHAPTER PRESIDENT SIGNATURE	DATE SIGNED
RECRUITMENT CHAIR (if applicable)	RECRUITMENT CHAIR SIGNATURE	DATE SIGNED
NEW MEMBER ED/INTAKE CHAIR (if applicable)	NEW MEMBER ED/INTAKE CHAIR SIGNATURE	DATE SIGNED