



## Memorandum

To: Chapter Presidents and Chapter Advisors

From: Nathan Wehr, Interim Director of Fraternity & Sorority Programs

Date: August 21, 2016

Re: Anti-Hazing Education and Compliance

It is important that we continue to address hazing and educate our members on the dangers and implications of hazing. While much has been done to significantly reduce hazing in fraternities and sororities across the country, we still cannot get beyond the fact that some pockets of hazing still exist. In each of the past thirty years there was at least one case where college students died from hazing- or pledging-related incidents, in most of these cases criminal charges were filed against fraternity and sorority members. Since 2000, there have been fifty-seven hazing/pledging related deaths in the U.S.

Recent reports show that many of the many serious hazing incidents happening today are taking place in high schools, and students are bringing that experience with them to college. In addition, there are several indicators of concern with fraternities who are operating without the recognition or support of their institution or a national organization. It is imperative that we continue to work to get hazing out of Eastern Illinois University, and to eliminate any hazing activities, however small, from taking root in our community.

With that in mind, we continue to make changes in how we educate our chapter members, and in how we track that process. This packet contains important information about EIU policies, Illinois state law, examples of hazing, and alternatives to hazing. **Prior to the start of any new member recruitment or education process, all chapters must review this information with the entire chapter membership.** To certify that review, the chapter leadership (including advisors) will need to sign off on an anti-hazing compliance agreement. All chapter members must also sign a form indicating that they received a copy of the EIU hazing policy and Illinois state law on hazing, and reviewed that policy with the officers of the chapter. The forms for the officers and members are included in this packet.

In addition, before a chapter may begin their new member education program (or accept new members) they must submit a copy of their new member education syllabus to the Fraternity & Sorority Programs office, and meet to review that document. All New Member Education programs must include a session on Eastern Illinois University's hazing policy, your organizational policies and procedures, along with a review of Illinois state law. This should be reflected in the New Member syllabus you submit. If you need help in preparing for this program, please contact us in the Fraternity & Sorority Programs office.

Finally, we have established a confidential hazing reporting process for anyone who becomes aware of suspected hazing activity on campus. Every report will be treated with respect and addressed by Fraternity & Sorority Programs office and Student Standards.



## University Hazing Policy

The hazing policy applies to all students, student groups and organizations at Eastern Illinois University.

### Definition

**Hazing** is any act or situation on or off campus, initiated, planned, sanctioned, or joined in by one or more persons associated with an athletic team or student organization, causing embarrassment, harassment, or ridicule to, or which involves participation in a Code violation or an illegal act by, or which causes or places in danger of causing physical or mental harm to, any member or any student affiliated with the organization.

### Code of Conduct

#### Section 1: Standards of Student Conduct

##### Standard II.

Eastern students respect the health, safety, welfare and rights of all persons.

Violations of this standard:

1. Threatened, attempted or actual physical harm, or other conduct that threatens the health or safety of the student himself/herself or any other person.
2. Intimidation, stalking, harassment, coercion, verbal abuse, or any other conduct which has a direct and substantial disruptive influence on the life or educational endeavors of any person.
3. Sexual misconduct.
4. Conduct which is lewd, indecent, obscene, or disorderly.
5. Incapacitation due to the abuse of alcohol or a controlled or other intoxicating substance, or appearing in a public place manifestly under the influence of such, particularly when there is danger to self, others, or property or there is unreasonable annoyance to others.
6. Making, possessing, or using any controlled substances or paraphernalia or providing them to other persons.
7. Possessing or using alcohol if underage, or providing it to those who are underage.
8. The unauthorized possession or use of firearms, ammunition, explosives, fireworks, or devices classified as weapons by state statute; the use of instruments which simulate such items in acts which threaten or alarm others.
9. **Hazing.**
10. The intentional false report of a bomb, fire, or other emergency, or the unauthorized alteration or misuse of any fire alarm, firefighting equipment, safety or other emergency device.
11. Complicity with others in violations of this standard.



## Illinois Hazing Law

§ 720 ILCS 120/0.01. Short title

Sec. 0.01. Short title. This Act may be cited as the **Hazing** Act.

§ 720 ILCS 120/5. Hazing

Sec. 5. **Hazing**. A person commits **hazing** who knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of this State, for the purpose of induction or admission into any group, organization, or society associated or connected with that institution if:

- (a) the act is not sanctioned or authorized by that educational institution; and
- (b) the act results in bodily harm to any person.

§ 720 ILCS 120/10. Sentence

Sec. 10. Sentence. **Hazing** is a Class A misdemeanor, except **hazing** that results in death or great bodily harm is a Class 4 felony.

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## Fraternal Information & Programming Group (FIPG)

*Most (Inter)National Fraternities and Sororities have adopted the definition of hazing from FIPG. You may find the language below very similar to your organization's national policies.*

### HAZING

No chapter, colony, student or alumnus shall conduct nor condone hazing activities.

Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, 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, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of 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 academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law."



## Examples of acts that are considered to be Hazing:

- Members sent instant messages to new members at various times of day and night ordering them to run errands for them.
- Members required new members to eat only peanut butter and jelly sandwiches for one week.
- Members required new members to stand in the dark and listen to the same song played repeatedly.
- Members were required to memorize exorbitant amounts of information about the group and were verbally abused when they answered questions incorrectly on a quiz.
- Members restricted new members' sleep by frequently waking them or requiring them to perform menial tasks in the middle of the night.
- New members were given impossible tasks to perform in front of members who mocked them during the process.
- New members were encouraged, or forced, to consume alcohol on big/little night as part of a "family tradition."
- Members pressured new members to simulate sexual acts.
- New members were required to dress up to look like prostitutes or homeless people and parade around campus.
- Members required new members to perform tasks such as cleaning the apartment of a friend.
- Members required new members to perform extensive calisthenics, at times to the point of collapse.
- Members mixed together a combination of unpalatable leftover food and required the new members to eat it.
- Members verbally abused new members at meals by calling them derogatory names, not allowing them to speak, and requiring them to eat while standing in a corner.
- Members told new members to bring bathing suits and magic markers and falsely told them that sisters would circle the body fat on new members.
- Members required new members to live with members for a week during which they were not allowed to communicate with anyone and had to wear multiple layers of clothing to class.
- New members were seated together at a table in a completely dark room. The surface of the table was covered with ketchup, mustard and hot sauce. The new members were required to press their faces against the top of the table and remain in that position for four hours.
- New members were required to memorize detailed information about the current members. They were interrogated in a dark room with a bright light shining in their faces. When new members answered incorrectly, current members threw ladles full of mustard and ketchup in their faces.
- New members were required to drink water from a cleaned toilet, hold the water in their mouths, then crawl to a fireplace where they spit out the water to extinguish an imaginary fire.
- On a cold night, members stripped their new members, restrained them to trees with duct tape, and sprayed them with water from a hose.
- New members were required to steal private property as part of a scavenger hunt.
- Members made new members lie down naked in a makeshift pool filled with six inches of ice water, beer, kitchen garbage, and urine. Others took turns standing on a stepladder above the pool and attempted to drop raw eggs into the mouth of the new member lying in the fluid.
- Members sprayed water and beer on a tile basement floor and dragged naked new members around by their feet around them calling them "human squeegees".
- Members kicked and punched new members while they did calisthenics, causing extensive bruising.
- Members told new members that they would be branded as part of their initiation. After blindfolding the new members and placing them by a fire, members took branding irons immersed in ice water and pressed them against the new members' skin. Unable to distinguish cold from hot, new members thought they were being branded.
- New members were struck with blunt objects leaving bruises and scars.
- Members were restricted from normal communication tools for a specific period of time. This included unreasonable limits on use of cell phones and the internet.

This list is not comprehensive. There are many other activities and behaviors that are hazing.

*Adopted from [hazing.cornell.edu](http://hazing.cornell.edu)*



## Procedures for Reporting Hazing Incidents

### Confidential Reporting

To send a confidential report to the Fraternity & Sorority Programs Office and the Office of Student Standards, please send a detailed e-mail to [eiufsp@eiu.edu](mailto:eiufsp@eiu.edu) or to one of the e-mail addresses listed below. Your identity will not be disclosed to the individuals or groups in question. You may be asked to submit an official statement on this matter.

You may also submit a report anonymously. However, doing so may limit the ability of Fraternity & Sorority Programs and Student Standards to fully investigate the incident.

### Confidential Reporting via phone or e-mail

In addition to the on-line form, individuals may report concerns about suspected hazing activities to the following EIU offices:

Fraternity & Sorority Programs	(217) 581-7665	<a href="mailto:njwehr@eiu.edu">njwehr@eiu.edu</a>
Student Standards	(217) 581-3827	<a href="mailto:hkwebb@eiu.edu">hkwebb@eiu.edu</a>
Vice President for Student Affairs	(217) 581-3221	<a href="mailto:ldrake@eiu.edu">ldrake@eiu.edu</a>
University Police Department	(217) 581-3213	<a href="mailto:police@eiu.edu">police@eiu.edu</a>

### Handling Reports of Suspected Hazing

Whether submitted via the on-line form, phone or e-mail, all reports of suspected hazing will be reviewed by the Fraternity & Sorority Programs office and the Office of Student Standards.

Every report will be addressed, and appropriate information will be shared with chapter leadership, chapter advisors, and National organization representatives, as applicable.



**Eastern Illinois University  
Anti-Hazing Compliance Form**

**Anti-Hazing Agreement**

We, the undersigned, have read and understand the hazing policy of Eastern Illinois University. We also have reviewed the policy with all members of our organization. We understand that as officers of our organization we have the responsibility for assuring that these policies are adhered to by all members of the organization.

Organization Name: \_\_\_\_\_

	Print Name	Signature	Date
President	_____	_____	_____
Vice President	_____	_____	_____
Treasurer	_____	_____	_____
Secretary	_____	_____	_____
New Member Educator	_____	_____	_____
Other	_____	_____	_____
Other	_____	_____	_____
Chapter Advisor	_____	_____	_____

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For office use only:

Received by: \_\_\_\_\_ Date: \_\_\_\_\_

We, the undersigned members of this organization, acknowledge that we have received a copy of the Hazing Policy of Eastern Illinois University, we have reviewed that policy with the officers of our organization, and we will comply with the policy.

Organization Name: \_\_\_\_\_

