



Grand Valley State University Office of Student Life – Fraternity & Sorority Life
New Member Bill of Rights

The purpose of this document is to provide the fraternities and sororities of the Grand Valley State University Greek Community, their Advisors, and prospective members with a source of information regarding Intake, Membership New Member Education, and presentations. Chapter Members, Chapter Advisors and the Fraternity & Sorority Life staff will work together to ensure a successful and positive experience for all involved.

Potential New Members have:

- The right to be treated as an individual
- The right to be fully informed about the recruitment process
- The right to ask questions and receive true and objective answers from recruitment counselors and members
- The right to be treated with respect
- The right to be treated as a capable and mature person without being patronized
- The right to ask how and why, and to receive straight answers
- The right to have and express opinions to recruitment counselors
- The right to have inviolable confidentiality when sharing information with recruitment counselors
- The right to make informed choices without undue pressure from others
- The right to be fully informed about the binding agreements implicit in the membership acceptance signing
- The right to make one's own choice and decision and accept full responsibility for the results of that decision
- The right to have a positive, safe and enriching recruitment and new member experience

Hazing Resources and Information

It is the responsibility of all Students, staff, faculty and members of the University community to ensure an atmosphere of learning, social responsibility, and respect for human dignity. This is achieved by providing positive influences and constructive development for current and aspiring members or participants of any group or organization at Grand Valley State University. Hazing is counterproductive to the positive learning environment the University seeks to create.

Grand Valley State University Hazing Policy

HAZING

STU 5.2.15

[Policy Statement](#)

[Procedures](#)

POLICY STATEMENT

Hazing: An act that endangers the mental or physical health or safety of a student, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Participation or cooperation by the person(s) being hazed does not excuse the violation. Failing to prevent, failing to discourage, and/or failing to report these acts may also be a violation of this policy.

PROCEDURES

[Section 6.0 - Conduct Process and Resolution Procedures](#) outlines the procedures related to this policy.

For a summarized, visual overview of the University conduct process, please click [here](#).

Freedom from humiliation and danger of hazing is guaranteed to every student on this campus. This policy includes individuals as well as organizations. If you wish to file a hazing complaint now, you may complete an [online incident report](#).

Additionally, if you wish to talk to a University administrator before you file a complaint, you may contact **Chris McQueen, Associate Director of Fraternity & Sorority Life**, at (616) 331-2398 or by email at mcqueech@gvsu.edu.

Additional resources about preventing hazing in your organization can be found at www.gvsu.edu/hazing and <https://hazingprevention.org/>.

GVSU's prohibition on hazing applies to individual students as well as any student group or student organization including, but not limited to, club sports teams and NCAA athletic teams. Acts of hazing may include but are not limited to:

- All forms of strenuous physical activity that might reasonably endanger the health or safety of an associate and that is not part of an organized voluntary athletic contest or specifically directed toward constructive work
- Paddling, beating, pushing, or otherwise permitting anyone to strike an associate
- Activities that interfere with an associate's academic effort by causing an unreasonable loss of sleep or study time (associate activities **may not exceed** four hours in one day or 20 hours in one school week)
- Forcing or coercing an associate to eat or drink any substance
- Abductions, road trips, etc., conducted in a manner which might reasonably endanger the health or safety of an associate
- Subjecting an associate to cruel psychological conditions
- Servitude of any kind asked or required of an associate
- Any requirement which forces an associate to participate in any activity which is illegal, indecent, morally degrading, or contrary to the Community Standards

In response to complaints or reports of hazing, it is not a defense that

- The associate gave consent to the conduct
- The conduct was not part of an official organizational event or sanctioned or approved by the organization
- The conduct was not done as a condition of membership in the organization

1. Responsibility of Officers, Organizations, and Members

- a. This policy is distributed annually to all executive officers (typically presidents and/or captains) of organizations that are known to engage in pre-membership initiation. Each officer, in turn, is responsible for communicating this policy to all members and associates and for ensuring that the entire organization strictly adheres to this policy. Organizations and their members should understand that not only is the organization responsible for preventing hazing in any form, but any and all members involved in any hazing violation are personally accountable for their own actions and may be subject to individual disciplinary action.

2. Complaints and Investigations Grand Valley State University

- a. Students wishing to report incidents of alleged hazing are encouraged to submit a report on the OSCCR reporting form online at <https://www.gvsu.edu/osccr/>. Reports may be submitted anonymously, but anonymous reports are more difficult for the University to address.

All reports of hazing are taken seriously, and no one who makes a good faith report of hazing will suffer retaliation or reprisal from the University. Any act of retaliation taken against another in response to such good faith reporting of hazing is a serious violation subject to disciplinary action. The privacy of all parties involved will be respected as much as possible, considering the need to conduct a thorough investigation and to take corrective action.

Hazing investigations vary depending on the nature of the reported incident, but often involve interviews and collection of other information, and usually result in a formal board hearing. Following the investigation and adjudication (if applicable) of a hazing incident, effective corrective action will be taken to eliminate the hazing behavior and to reasonably ensure that it does not reoccur.

Hazing may be divided into three categories: subtle, harassment, and violence:

1. Subtle hazing includes, but is not limited to, behaviors that emphasize a power imbalance between new members/rookies and other members of the group. Termed "subtle hazing" because these types of hazing are often taken-for-granted or accepted as "harmless" or meaningless. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place new members/rookies on the receiving end of ridicule, embarrassment, and/or humiliation tactics. New members/rookies often feel the need to endure subtle Hazing to feel like part of the group or team. (Some types of subtle hazing may also be considered harassment hazing).
2. Harassment hazing includes, but is not limited to, behaviors that cause emotional anguish or physical discomfort in order to feel like part of the group. Harassment hazing confuses, frustrates, and causes undue stress for new members/rookies. (Some types of harassment hazing can also be considered violence hazing).
3. Violence hazing includes, but is not limited to, behaviors that have the potential to cause physical and/or emotional, or psychological harm.

Additional examples of Hazing can be found on at StopHazing.org).