COLUMBIA | RESIDENTIAL LIFE

FRATERNITY AND SORORITY LIFE

The Joining Process & New Member Expectations

Fraternity & Sorority Life

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Section I: The Joining Process | Columbia University Fraternity and Sorority Life

The Joining Process: Eligibility for membership in our fraternities and sororities is up to the discretion of the individual chapters. Each chapter is required to develop and maintain membership selection and training procedures and practices, consistent with the Inter/National office applicable laws, constitutional guarantees, and the University mission, goals, and objectives.

General recruitment and intake requirements for chapters are as follows:

- All recruitment events must take place on campus or at a location approved by Fraternity and Sorority Life.
- No alcoholic beverages, drugs, or illicit substances of any kind may be serviced or made available to anyone: member, prospective member or guest, in a chapter facility and/or at any chapter functions during the recruitment period.
- MGC organizations conducting membership intake must complete the Membership Intake Packet prior to beginning any membership intake events or activities.
- Chapters must ensure that all Potential New Members (PNMs) or aspirants of their organizations meet chapter/council GPA requirements.
- Chapters must ensure that all PNMs or aspirants of their organizations complete the Affiliation Agreement on LionHub for that given semester. PNMs or aspirants MUST complete this form themselves. Active members are responsible for keeping their LionHub roster up to date with accurate membership information.
    - IFC & Panhellenic: Within 2 days of accepting their bid, the PNM must complete the Affiliation Agreement.
    - MGC: 48 hours prior to the start of intake, aspirants must complete the Affiliation Agreement.

Violations to the above General Chapter Requirements may result in disciplinary action.

Section II: Council-Specific Joining Information

College Panhellenic Association: *Columbia University Panhellenic Association (CUPA, College Panhellenic, Panhel) is the governing council that oversees inter/national, women's, social sororities. All women interested in joining a Panhellenic Sorority at Columbia University should be aware of the following information:*

- Women interested in joining a Panhellenic Sorority at Columbia University should go through the Primary Recruitment process that occurs once in the Spring semester each academic year.
- Registration for the Primary Recruitment process costs money. Details on registration cost and the link will be provided leading up to the Primary Recruitment process.
- Continuous Open Bidding (commonly referred to as COB) is an informal recruitment process that can begin once chapters receive communication from FSL Staff regarding total.

- Potential New Members should understand that **not all Panhellenic Sororities at Columbia University will participate in the COB process every semester.** The Primary Recruitment Process in the Spring semester each year allows the best chances for Potential New Members to meet all Panhellenic Sororities, therefore allowing them the best chances of membership in a given organization.
- The College Panhellenic Council does not enforce a GPA requirement for Potential New Members, however, some chapters do have a minimum GPA requirement to join. Potential New Members will receive this information at Primary Recruitment Orientation before the process begins.
- All New Members must sign the Affiliation Agreement on LionHub within 2 days of accepting their bid. Failure to do so may result in further action from Fraternity and Sorority Life and/or the governing council, including but not limited to:
    - Warning
    - Educational Conversation
    - Fines
    - Out of Compliance status

Multicultural Greek Council: *Columbia University Multicultural Greek Council (MGC) is the governing council that oversees inter/national culturally-based fraternities and sororities at Columbia. Men or women interested in joining a Multicultural Greek Council Fraternity or Sorority at Columbia University should be aware of the following information:*

- All chapters in the Multicultural Greek Council host **individual intake processes that are determined by the local chapter and national organization.** Chapters will share informational meeting times and locations via social media, word of mouth, and other campus marketing strategies.
- Intake activities may begin as early as the first day of classes each semester, and must conclude by the last Friday (before finals week) each semester.
- The Multicultural Greek Council does not enforce a GPA requirement for aspirants, however, chapters do have a minimum GPA requirement to join.
- All aspirants must sign the Affiliation Agreement on LionHub 48 hours prior to the start of intake. Failure to do so will result in further action from Fraternity and Sorority Life and/or the governing council, including but not limited to:
    - Warning
    - Educational Conversation
    - Fines
    - Out of Compliance status

Interfraternity Council: *Columbia University Interfraternity Council (IFC) is the governing council that oversees inter/national, men's social fraternities. Men interested in joining an*

Interfraternity Council Fraternity or Sorority at Columbia University should be aware of the following information:

- All chapters in the Interfraternity Council host their own recruitment process.
- Membership invitations (bids) may be extended to Potential New Members by chapters **beginning on the first day of classes each semester.**
- All New Members must sign the Affiliation Agreement on LionHub within 2 days of accepting their bid. Failure to do so will result in further action from Fraternity and Sorority Life and/or the governing council, including but not limited to:
    - Warning
    - Educational Conversation
    - Fines
    - Out of Compliance status

Section III: New Member Expectations

It is the goal of Fraternity and Sorority Life to provide educational programs, services, and resources toward holistic growth of its members; and to support the ideals of the Fraternity and Sorority Community by challenging its members to live by those ideals. Towards these ends, Fraternity and Sorority Life has created this How to Join & New Member Expectations resource to help guide you through the exciting and important process of welcoming new members into your organization. This resource can be utilized by any member of the FSL community, however, it will be especially useful for New Member Educators and/or any chapter officers with the distinct responsibility of overseeing the joining process. Becoming a new member is an exciting part of the fraternity or sorority experience, and should be respected by creating a positive, healthy environment.

All new members ascribe to the FSL Statement of Shared Values:

> The Fraternity and Sorority community at Columbia University strives to foster a holistic collegiate experience that will strengthen a commitment to life-long membership and our alma mater.
>
> We believe that through our dedication and promotion of social consciousness we greatly contribute to the creation of a vibrant cultural community that emphasizes diversity, inclusiveness, and mutual respect. We are values based organizations and, through our actions, we embody these ideals and inspire others.
>
> **Leadership. Scholarship. Empowerment.**

Fraternity and sorority members are expected to conduct themselves in a manner supportive of the educational mission of the institution. Integrity, respect for the person and property of others, and a commitment to intellectual and personal growth in a diverse population are values deemed fundamental to membership in this university community.

The following basic expectations for fraternity and sorority members have been established:

1. I will know and understand the ideals expressed in my chapter ritual and will strive to incorporate them in my daily life.

2. I will support a positive new member education program that is alcohol free.
3. I will not harass, physically or verbally, oral or written, which is past the bounds of protected free speech.
4. I will not threaten the mental health, physical health or safety of any person or persons including hazing, drug or alcohol abuse, and other forms of destructive behavior.
5. I will not intentionally disrupt or obstruct the lawful activities of the university or its members including their exercise of the right to assemble and to peacefully protest.
6. I will not allow theft of or damage to chapter, personal, university or public property or services or illegal possession or use of the same.
7. I will not physically harm or threaten physical harm to any person or persons, including but not limited to assault, sexual abuse, or other forms of physical abuse.
8. I will not use nor support the illegal purchase, use, possession or distribution of alcohol, drugs or controlled substances.
9. I will respect the health and safety of all living beings.
10. I will acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do my best to see that the chapter property is properly cleaned and maintained.
11. Fraternity or Sorority Life will not tolerate or condone any form of sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions, which are demeaning to any person or persons including but not limited to sexual assault or verbal harassment.

Culpability is not diminished for acts in violation of this code that are committed in ignorance of the code or under the influence of alcohol, illegal drugs, or improper use of controlled substances.

Section IV: Columbia University Anti-Hazing Policy, Reporting, & Resources

Purpose: Columbia University is committed to providing a safe and inclusive environment for all students, faculty and staff. Hazing is a threat to that environment and is prohibited by the University. All students, faculty and staff should be able to participate in student organizations such as clubs, teams, fraternities and sororities, and other student groups without fear of the harm and intimidation that comes with hazing. This Policy aims to prevent hazing, promote the culture of respect and responsibility that is needed for a safe and inclusive environment, and ensure compliance with the federal Stop Campus Hazing Act ("SCHA") as well as other applicable laws and University policies.

Definitions: Hazing, as defined in the SCHA, is any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:

- whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, or Federal law; and
- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, or Federal law.

As described below, Columbia University prohibits hazing as defined by the SCHA, as a matter of University policy.

Student organization, for purposes of this Policy, is an organization at Columbia University (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the University, whether or not the organization is established or recognized by the University. Organizations at affiliated institutions will meet this Policy's definition of student organization, provided two or more of the members are students enrolled at the University.

Scope: This Policy applies to all Columbia University students, faculty and staff, and covers conduct that occurs on or off campus, including online activity.

Prohibited Conduct

The following conduct is prohibited:

- Engaging in or assisting hazing incidents or activities;
- Failing to report hazing incidents or activities when required to do so; and
- Retaliating against individuals who report hazing incidents or activities.

In addition to violating this Policy, such conduct may also violate applicable law and constitute a crime, including under the standards outlined in New York's Anti-Hazing law, Penal Law Sections 120.16 and 120.17.

Such conduct not only violates this Policy but is also fundamentally inconsistent with the values of integrity, respect, and belonging that guide the University's educational mission.

Reporting and Investigation: All Columbia University community members are strongly encouraged to report incidents of potential hazing. Columbia University Campus Security Authorities ("CSAs") are required to report incidents of potential hazing.

To report any incident of potential hazing, please go to the Center for Student Success and Intervention (CSSI) website and click on "Report a Concern."

Reports can be submitted anonymously. However, anonymous reports can limit the University's ability to investigate and respond. The more information that is provided, the more likely the issue can be fully addressed.

Reports involving students as respondents will be investigated and/or addressed by CSSI under procedures outlined here. Reports involving staff as respondents will be referred to Human Resources (HR) and investigated and/or addressed under applicable policies and procedures. Reports involving faculty as respondents will be referred to the Office of the Provost, Faculty Affairs, and investigated and/or addressed under applicable policies and procedures. Reports will be additionally referred for consideration to other offices as appropriate, such as Athletics, the Office of Institutional Equity (OIE), Residential Life, the Student Group Adjudication Board (SGARB), and so forth, depending on the nature of the incident/activity and the individuals involved. Information about reports will also be provided to Columbia University Public Safety to enable compliance with the University's obligations under the Jeanne Clery Campus Safety Act.

Once received, the appropriate office will determine whether or not more information would be helpful to determine next steps. The report is then assessed for possible policy violations, and the complainant or reporter is contacted (if their information is provided). Depending on the concern, additional resources or support may be provided and/or an investigation may be initiated. Regardless of whether the report is referred elsewhere or an investigation is initiated, resources are always available for students, staff and faculty.

The individual submitting the report will receive a response confirming that the report has been received and is under review. After the report is reviewed, the appropriate office will proceed to contact the complainant, or in some cases the reporting individual, as soon as possible. The review and follow-up under the applicable procedures identified above will take place as quickly as possible on any report submitted; the timing of these steps can depend on the specific nature of the concern. Some reports can be quickly addressed; other reports can take weeks or months to resolve. Investigations can be very complex and can involve speaking with several parties and witnesses.

As required by SCHA, the Campus Hazing Transparency Report will be posted online, on the Public Safety website. The Report will be updated twice annually.

Sanctions: Depending on the severity of the conduct, individuals or student organizations found responsible for hazing may face a range of disciplinary sanctions as with other violations of University policies. These include, but are not limited to:

- Students: Disciplinary action up to and including expulsion.
- Faculty and staff: Disciplinary action up to and including termination.
- Student organizations or other groups: Suspension or revocation of recognition, including loss of funding and privileges. Sanction of a student organization will be included in the Campus Hazing Transparency Report.

Members of student organizations may be held individually responsible for violations, even if the group or organization itself is not formally sanctioned. Sanctions may also include required participation in educational programs such as those related to hazing prevention, ethical leadership, or restorative practices.

Resources and Supports: The University has published a list with a variety of campus-wide resources for those who have experienced issues such as hazing, harassment, or similar misconduct.

Confidential support is available through the University's Counseling and Psychological Services (CPS), Student Health on Haven, and other designated confidential resources. A full list is maintained on University Life's website with resources for Emergency Mental Health & Urgent Concerns.

The office handling the matter can provide additional referral, resources, and supports as appropriate, including those offered by the complainant's school.

Statement of Policy Regarding Hazing Prevention and Awareness Programs

Through the adoption and publication of the Anti-Hazing Policy described above and awareness and prevention programs related to hazing described below, Columbia University seeks to promote community understanding, and intolerance and avoidance of prohibited hazing behaviors.

Columbia University is committed to proactive, research-informed efforts to prevent hazing across its community. The University will implement annual campus-wide prevention and awareness programs that are designed to reach students, faculty, and staff. These efforts will include, but are not limited to, the following:

- Primary prevention strategies, such as bystander intervention training, ethical leadership workshops, and inclusive team-building strategies.
- Targeted interventions for high-risk groups (*e.g.*, athletic teams, fraternities/sororities, performing arts).
- Publicly available data regarding hazing findings, consistent with the Campus Hazing Transparency Report requirements of the SCHA.
- Ongoing assessment and adaptation of programs based on evidence and emerging best practices.

These efforts are led by professional staff in University Life and CSSI, in collaboration with Athletics, Residential Life, and other campus partners. The Annual Security Report will contain additional information regarding such programs.

Section V: Hazing Prevention Guidelines

Columbia University Residential Life and Fraternity and Sorority Life have a no tolerance policy for hazing. All groups at Columbia University are expected to adhere to the same policies. All chapters must agree to abide by and comply with the acceptable guidelines approved by FSL, which complies with the policies and practices outlined by the Inter/National organization, the federal Stop Campus Hazing Act, New York State Law, and Columbia University Policy.

Section VI: New Member Anti-Hazing Agreement

ANTI-HAZING AGREEMENT

New members of all Fraternities and Sororities at Columbia University must certify and agree to the following:

1. We have read and understand Columbia University's Anti-Hazing Policy.
2. We have read and understand our organization's Inter/National Anti-Hazing Policy.
3. We verify that all activities sponsored or required by our chapter, in whole or part, comply with this policy.
4. Failure of my organization to uphold this policy, in whole or part, will result in the referral of my organization and any individual members involved for disciplinary action.
5. If I suspect, see, or know hazing activities are occurring, it is my responsibility to report these activities to the appropriate office.