



**Cumberland University
Office of Greek Affairs**

ANTI-HAZING COMPLIANCE FORM 2019-2020

TO: Chapter's New Member Educators (NMEs)
FROM: Catie Straube, Director for Residence Life and Greek Affairs
CC: Stephanie Davis, Dean of Students
Mary Brooke Haley, Panhellenic Council President, _____, National
Pan-Hellenic Council President
Tyler Poston, Greek Council President
RE: Anti-Hazing Compliance Form

ANTI-HAZING COMPLIANCE FORM

With each new member class, fraternities and sororities must submit this signed form to Greek Affairs to certify recognition of and compliance with Cumberland University's Hazing Policy and the CU Community Standard.

POLICY ON HAZING

Hazing is a serious infraction of Cumberland University regulations. The potential for hazing typically arises as part of a student's introduction to or initiation into an organization (fraternity, sorority, athletic team, or other group) in which there is often a perceived or real power differential between members of the organization and those newly joining it.

Hazing is defined as: **any act which endangers the mental and physical health or safety of a student, or which destroys or removes public property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Such activities and situations include, but are not limited to:**

LEVEL I VIOLATIONS - Marching in Line, Road trips, Wearing apparel which is conspicuous and not normally in good taste, and/or inappropriate for the time of year, Calisthenics, Line-ups, Pledge/signature books, Periods of silence, Standing for a length of time, Personal servitude, Activities that would not normally construe hazing, but because of time, place, or manner make them inappropriate.

LEVEL II VIOLATIONS - Sleep deprivation or interruption of consecutive sleep hours, Expected or forced consumption of food, drink (including alcohol), or other substance(s), Acts of humiliation or degradation (including streaking or wearing degrading or humiliating apparel), Restrictions on eating or bathing, Acts that disrupt academic instruction or learning of others, Interruption or interference of academic commitments

LEVEL III VIOLATIONS – Branding, Paddling in any form, Compromising (sexual) situations

Both individuals and organizations may be held accountable under this policy. The action of even one member of a group may result in both individual and organization responsibility. The following questions can help individuals/organizations assess the appropriateness of an activity:



Cumberland University Office of Greek Affairs

1. Does the activity promote and confirm to the ideals, values, and mission of both Cumberland University and the organization?
2. Is it an activity that all members (current and new members) engage in together?
3. Would the organization's advisor, the National Headquarters of the fraternity/sorority, and/or other Cumberland University officials approve of the activity?
4. Will this activity increase new members' respect for the organization and all of its members?
5. Is the activity free of mental anguish and/or physical discomfort?
6. Does the activity have inherent value in and of itself?

[Adapted from the Fraternity Executive Association, the North American Interfraternity Conference, Inc., and Washington University.]

Any individual or organization found responsible for hazing will be subject to the sanctions outlined in Cumberland's disciplinary process, including, but not limited to: disciplinary probation, social suspension, suspension of charter, restrictions on member recruitment and or organization activity, removal of the individual from the organization, suspension, and/or expulsion. Sanctioning will increase with the level of violation and any previous hazing violations/history

ACTS OR POTENTIAL ACTS OF HAZING MAY BE REPORTED TO THE FOLLOWING DEPARTMENTS:

- Office of Greek Affairs at (615) 453-6348
- Dean of Students Office at (615) 547-1387
- Cumberland University Campus Security (615) 476-3061
- Confidentially on the Student Complaint Form at <http://www.cumberland.edu/student-life/forms-and-policies/>

If you have any questions, please contact Greek Affairs or the governing Council representing your chapter at (615) 453-6348



Cumberland University
Office of Greek Affairs

Print Name

Position

Signature

Date

Print Name

Position

Signature

Date

Chapter Advisor

Signature

Date



ANTI-HAZING COMPLIANCE FORM 2019-2020

CHAPTER: _____

SEMESTER/YEAR: _____

ANTI-HAZING AGREEMENT FOR NEW MEMBERS

We have read and understand Cumberland University’s Hazing Policy and reviewed the list of actions that may be considered hazing. We also understand that regardless of what a policy states, we know it is hazing if we are unwilling to tell our Headquarters or Chapter Advisor, unwilling to tell the Greek Advisor, unwilling to tell our parents, or unwilling to have University interview us about the activity.

We also affirm that we will not allow anyone to violate or abuse our rights as individuals, the Hazing Policy, or Tennessee State Laws on hazing. Should any violation occur, we agree to contact Cumberland Security, a staff member within Greek Affairs, and/or the Dean of Students Office.

NEW MEMBER NAME
(PRINT)

CU ID A#
(7-DIGIT NUMBER)

SIGNATURE

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ANTI-HAZING AGREEMENT FOR CURRENT MEMBERS

We have read and understand Cumberland University’s Hazing Policy and reviewed the list of actions that may be considered hazing. We also understand that regardless of what a policy states, we know it is hazing if we are unwilling to tell our Headquarters or Chapter Advisor, unwilling to tell the Greek Advisor, unwilling to tell our parents, or unwilling to have University interview us about the activity.

We also affirm that we will not allow anyone to violate or abuse our rights as individuals, the Hazing Policy, or Tennessee State Laws on hazing. Should any violation occur, we agree to contact Cumberland Security, a staff member within Greek Affairs, and/or the Dean of Students Office.

MEMBER NAME
(PRINT)

CU ID A#
(7-DIGIT NUMBER)

SIGNATURE

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