

Fraternity & Sorority Life

Keene State College

Active Member Contract for New Member Activities

To be completed by an organization's active members and returned to the Office of Student Involvement, Student Center Suite 341, MS 3003, prior to a new member education process beginning and Council bid day celebrations.

We, the proud members of _____ recognize that we have certain responsibilities to those who look to join our chapter. fraternity or sorority.

Our active members understand that:

- All new members will receive and review this contract during Bid Day with either the Interfraternity or Panhellenic Councils
- Active members of this organization will given an electronic copy of this contract by the Office of Student Involvement and chapter will review and sign this document during a chapter meeting prior to Bid Day unless otherwise stated.

Our active members agree to:

- Provide a constructive, positive, and progressive new member education program
- Follow the new member education plan approved by national organization and Office of Student Involvement. Changes to your plan during semester need to be submitted and approved by fraternity/sorority advisor
- Educate new members on effectively carrying out the mission of our (inter)national organization, the entire Fraternity & Sorority Life community, and Keene State College
- Create opportunities for new members to discover their potential as future leaders at the college
- Guarantee a minimum of three hours of totally undisturbed study time each day
- End all new member education activities by 11:00pm
- Couch and support new members in balancing their fraternal involvement with other academic and personal commitments
- Anti-discrimination practices in relation to race, color, religion, national origin, age, sexual orientation, disability, or veteran's status.
- Review the Hazing Policy and definition on page 2, and 3 of this document

Keene State College
Hazing Policy

Student Organizations have the potential and unique opportunity to contribute significantly to a student's intellectual and personal development and understanding of the very nature of "community." In keeping with its commitment to a positive academic environment, Keene State College unconditionally opposes any situation created intentionally to produce mental or physical discomfort, embarrassment, harassment, or ridicule or would be deemed by a reasonable person to create the effect of intimidation, demeaning treatment, and/or humiliation.

Hazing is a violation of the College's Code of Student Conduct.

Effective January 1, 1994, hazing became illegal in the state of New Hampshire.

Below outlines the entire Keene State College Hazing Policy, as found in the Student Handbook.

In essence, hazing is defined as any public or private inducement that causes a prospective or current member of any student organization, team, or club mental or physical humiliation, harm, embarrassment, or ridicule, or has a profound negative impact on a student's academic, social, or work-related function.

Hazing shall include, but not be limited to, the following examples:

- Physical hazing - "that which is physically harmful or humiliating to the individual"
- Paddling, hitting, or physical abuse toward a new member
- Nudity
- The eating of spoiled/repulsive foods and/or non-food substances, as well as anything the individual refuses to eat
- Exposure to outside elements without proper dress
- Exercise beyond the physical limits of the individual, such as running over long distances, calisthenics, and so forth
- Forced consumption of alcohol or drugs
- Branding
- Bondage that prevents use of limbs
- Requests to perform any illegal acts (those contrary to local, state, or federal laws and ordinances), such as defacing public or private property, stealing, and so forth
- Excessive yelling or screaming
- Permitting less than six hours of continuous sleep
- Participating in any activity that the full members will not do
- Psychological hazing - "that which compromises the personal dignity of an individual causing personal embarrassment or shame; causing the individual to be the object of malicious amusement or ridicule; or causing an individual psychological harm or emotional strain"
- Wearing humiliating, unnatural, or binding attire on the outside or underneath a new members's clothing
- Verbal comments that would degrade and/or embarrass new members
- Involuntary servitude or personal errands
- Derogatory references/remarks to a new member regarding family and/or friends' health or well being
- Derogatory remarks about a member's race, religion, or national heritage
- Any requirements which compel a member to participate in any activity which is illegal, or which is known to be contrary to an individual's moral or religious beliefs, or which is contrary to the rules and/or regulations of the College shall be considered hazing.

Since "hazing" is contradictory to the fostering of an environment which promotes academic freedom, human dignity, the fullest possible development of the individual student, and the aspiration/attainment of the ideals of brotherhood/sisterhood, the College, through the Office of Student Involvement, has implemented appropriate administrative procedures for the Fraternity & Sorority system to ensure that the rights of students

and the community are protected. Such procedures include the following:

- A new member contract is given to all new members providing information and introducing the student to the KSC hazing policy/regulations. The student will be requested to sign the contract to support the elimination of hazing practices. Each chapter president shall affirm through signature his/her compliance with the hazing policy and related education program.
- New members are guaranteed a minimum of six hours of continuous sleep each night during pre-initiation or initiation periods.
- New members are guaranteed a minimum of three hours of totally undisturbed study time Sunday through Thursday evenings, ending no later than 11:00 p.m.
- All new member activities must be shared with the advisor(s) of the respective organization.
- Greek advisors will assist chapters with workshops and consultations on alternatives to hazing.
- Fraternity and Sorority Life Advisors will assist chapters with workshops and consultations on alternatives to hazing. Additional support can be provided to chapters by reaching out to the Office of Student Involvement.
- All pre-initiation activities, whether conducted inside or outside of the confines of the chapter house, conform to the standards herein stated. All chapters' presidents agree to uphold these procedures by virtue of being elected and accepting into the president role.
- Where applicable, the chapter house itself must be accessible at all times to those who reside within it, and to new members.

NEW HAMPSHIRE STATE LAW HB 565 | *An act prohibiting hazing, Chapter 155 144:1 student hazing prohibited Section 631:7 Student Hazing.*

- A. "Educational institution" means any public or private high school, college, university or other secondary or postsecondary educational establishment.
- B. "Organization" means a fraternity, sorority, association, corporation, club, or service, social, or similar group, whose members are or include students operating at or in conjunction with an educational institution.
- C. "Student" means any person regularly enrolled on a full-time or part-time basis as a student in an educational institution.
- D. "Student hazing" means any act directed toward a student, or any coercion or intimidation of a student to act or to participate in or submit to any act, when:
 - (1) Such act is likely or would be perceived by a reasonable person as likely to cause physical or psychological injury to any person; and
 - (2) Such act is a condition of initiation into, admission into, continued membership in, or association with any organization.
- E. A natural person is guilty of a class B misdemeanor if such person:
 - (1) Knowingly participates as actor in any student hazing, or
 - (2) Being a student, knowingly submits to hazing and fails to report such hazing to law enforcement or educational institution authorities.
 - (3) Is present at or otherwise has direct knowledge of any student hazing and fails to report such hazing to law enforcement or educational institution authorities.
- F. An educational institution or an organization operating at or in conjunction with an educational institution is guilty of a misdemeanor if it knowingly permits or condones student hazing or knowingly or negligently fails to take reasonable measures within the scope of its authority to prevent student hazing, or fails to report to law enforcement authorities any hazing reported to it by others or of which it otherwise has knowledge.
- G. The implied or express consent of any person toward whom an act of hazing is directed shall not be a defense in any action brought under this section.

Contact List

The following individuals are your best resource and support if you feel that a new member has been a victim of hazing, have observed an act of hazing, or simply have questions about being an active member.

For emergencies or immediate assistance:

KSC Department of Campus Safety: 603-358-2228

Emergency: 9-1-1

For general administrative policy/procedural information, and/or for reporting hazing incidents:

Brandon Carta, Student Center Programs Coordinator, 603-358-2844, brandon.carta@keene.edu

Fraternity & Sorority Campus Advisors:

Alpha Sigma Phi:

Delta Phi Epsilon: Sasha Watt, 603-358-2270

Delta Xi Phi: Liz Cahoon, 603-358-2269

Phi Lambda Chi: Mike Gomez, 603-358-4375

Phi Sigma Sigma: Lynne Andrews, 603-358-2815

Sigma Pi: Pat Hearn, 603-358-2789

Tau Kappa Epsilon:

Governing Council Contacts:

Fraternities (Interfraternity Council):

- **Alex Castro**, President, alex.castro@ksc.keene.edu
- **Samuel Clough**, Executive Vice President, samuel.clough@ksc.keene.edu
- **Zachary Feinauer**, Vice President for Recruitment, zachary.feinauer@ksc.keene.edu
- **Liam McNamera**, Vice President of Administration, liam.McNamara@ksc.keene.edu
- **Patrick Doyle**, Vice President of Programming, patrick.doyle@ksc.keene.edu
- **Grant Desmarais**, Vice President of Service and Philanthropy, grant.desmarais@ksc.keene.edu
- **Brandon Carta**, Advisor, brandon.carta@keene.edu

Sororities (Panhellenic Council):

- **Samantha Dickinson**, President, samantha.dickinson@ksc.keene.edu
- **Jordan Williams**, Executive Vice President, jordan.williams@ksc.keene.edu
- **Anna Furtney**, Vice President for Recruitment, anna.furtney@ksc.keene.edu
- **Lauren Christie**, Vice President of Administration, lauren.christie@ksc.keene.edu
- **Casey Brown**, Vice President of Programming, casey.brown@ksc.keene.edu
- **Jaymi Griesmer**, Vice President of Communication, jaymison.Griesmer@ksc.keene.edu
- **Julie Sartory**, Secretary, julie.sartory@ksc.keene.edu
- **Brandon Carta**, Advisor, brandon.carta@keene.edu

Active Member Certification

By signing below I have thoroughly read and fully understand my stated obligations outlined in this contract as an active member of _____, the Keene State College Hazing Policy, and New Hampshire State Law HB565. I acknowledge that I know who to contact should I feel that any obligation in this contract has been broken.

By signing this agreement, I also give permission to have my term and cumulative GPA released to above-named organization's Chapter Advisor, the Office of Student Involvement, and/or the national headquarters office of the chapter within which I am a member to verify that I meet the minimum GPA standards within my respective chapter.

<i>First Name</i>	<i>Last Name</i>	<i>Signature</i>	<i>Date</i>
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*** This is the only page that should be returned to the Office of Student Involvement; and should not be returned until it is completed in its ENTIRETY ***

Please keep all of the other pages/information within this contract for your reference.