**Pledge Bill Of Rights**

As a potential member of a recognized Alfred State fraternity or sorority, you have the option to participate in a number of activities known collectively as "pledging," or new member education. The pledge program of each organization should reflect the *Five Pillars of Greek Life:*

* Scholarship
* Leadership
* Philanthropy & Community Service
* Brotherhood/Sisterhood
* Growth

and the following personal goals:

 to learn more about yourself;

 to learn more about others;

 to learn the history, goals and rituals of the organization

 to learn the responsibilities of being an active Greek community leader

Most students who join Greek organizations have excellent experiences. If you have the opportunity and choose to do so, you do not relinquish your rights as an individual. As a pledge you have the right to:

 make your own decisions in all matters;

 place academic pursuits ahead of any other activities;

 be treated with respect and to treat others with respect;

 not participate in any activity that involves harassment or the potential for danger; and

 not be subjected to any form of hazing - refer to the Student Life Fact Sheet for additional information regarding hazing, including what to do if you are concerned about hazing.

The goal of any pledge program is learning. If you are asked to participate in any pledge function, you should evaluate its educational value. As an individual at Alfred State you have the right to refuse participation in activities that encourage or require you to:

 consume alcohol or other drugs;

 steal, take or remove property from the College or members of the community;

 violate the Code of Student Conduct, Principles of Community and/or License for

Residence; or

 participate in activities that transgress moral or ethical behavior.

As a potential pledge of a recognized Alfred State fraternity or sorority, I understand that the organization's pledging program **does not supersede** my rights as an individual, nor does it free me from my obligation to behave in a mature and responsible manner as a member of the Alfred State community.

Please contact any of the following people should you feel in violation of these rights or if you suspect hazing is occurring:

Dennis Dueno Director of Student Engagement

 DuenoDM@alfredstate.edu (607) 587-4011

Spencer Peavey Asst. Vice President of Student Affairs

Peaveysc@alfredstate.edu (607) 587-4074

Casey Gross Associate Dean of Judicial Affairs
 Grosscl@alfredstate.edu (607) 587-4065

Greg Sammons Vice President of Student Affairs

 Sammongs@alfredstate.edu (607) 587-3911

Name (print):

Chapter Name

Signature: Date:

Return a copy to the presenter. Retain one copy for your records.

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Hazing by any individual, organization, or agency is prohibited by Alfred State.

Any organization not acting in accordance with the NYS Hazing Law will be subject to disciplinary action by the Office of Judicial Affairs and/or the Greek Senate Judicial Review Board and as stipulated in the Student Conduct Code of Alfred State.

Any organizations which permit the prohibited conduct described shall be subject to the permanent rescission of permission to operate upon the campus or upon the property of the state-operated institution used for educational purposes; or, in the alternative, a period of suspension of said permission to operate; or probationary status with supervised conditions of operation. The penalty provided in the subdivision shall be in addition to any penalty which may be imposed pursuant to the Penal Law and any other provision of law, or to any penalty to which an individual may be subject pursuant to 8 N.Y.C.R.R. 535.

Section 6450 (1) of the Education Law requires that the provisions of 8 N.Y.C.R.R. 535 which prohibits reckless or intentional endangerment to health or forced consumption of alcoholic beverages or drugs for the purpose of initiation into or affiliation with any organization, shall be deemed to be part of the by-laws of all organizations which operate upon the campus of any state-­operated institution used for educational purposes. The statute further requires that each such organization shall review these by­laws annually with individuals affiliated with the organization.

Under the Penal Law, a person can be found guilty of hazing in the first degree (a Class A misdemeanor) if, in the course of a person's "initiation into or affiliation with any organization," that person "intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury" (Penal Law, 120.16). A conviction of this offense now carries a potential penalty of a fine of up to $1,000.00, one year in jail, or both.

An offense designated as hazing in the second degree (a violation) incorporates a nearly identical definition except that no actual injury to any person need be proven (Penal Law, 120.17).

**Types of Hazing**

**Subtle Hazing**

Behaviors that emphasize a power imbalance between new members/initiates and other members of the organization. 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/initiates on the receiving end of ridicule, embarrassment, and/or humiliation tactics. New members/initiates often feel the need to endure subtle hazing to feel like part of the organization. (Some types of subtle hazing may also be considered harassment hazing). Examples include, but are not limited to the following:

* Assigning demerits
* Deception
* Deprivation of privileges granted to other members
* Requiring new members/initiates to perform duties not assigned to other members
* Line-ups and Drills/Tests on information
* Socially isolating new members/initiates
* Line-ups and drills/tests on meaningless information
* Name calling
* Requiring new members/aspirants to refer to other members with titles, so as to suggest subornation, inferiority, or second-class status
* Expecting certain items to always be in one’s possession, or taking possession of one’s items without asking for permission
* Expecting or requesting new members/initiates to be deprived of maintaining their normal class study or schedule

**Harassment Hazing**

Behaviors that have the potential to cause emotional anguish or physical discomfort in order to feel like part of the group. It can be viewed as confusing, frustrating, and/or causing undue stress for new members/aspirants. (Some types of harassment hazing can also be considered violent hazing). Examples include, but are not limited to the following:

* Verbal abuse, including berating of individuals
* Threats or implied threats
* Asking new members to wear embarrassing or humiliating attire
* Stunt or skit events with degrading, crude, or humiliating acts
* Expecting, requesting, or demanding new members/rookies to perform personal service to other members such as carrying books, running errands, cooking, cleaning, etc.
* Sleep deprivation
* Sexual simulations or stimulations
* Expecting new members/rookies to be deprived of maintaining a normal schedule of bodily cleanliness.
* Demanding or expecting new members/rookies to harass others

**Violent Hazing**

Behaviors that have the potential to cause physical and/or emotional or psychological harm or trauma. Examples include, but are not limited to the following:

* Forced or coerced alcohol, or any other drug consumption
* Beating, paddling or other forms of assault or blunt-force trauma including striking with fists or any other objects
* Branding
* Forced or coerced ingestion of vile substances or concoctions
* Burning
* Water intoxication or over-consumption of food or other substance
* Expecting abuse or mistreatment of animals
* Public nudity
* Expecting or demanding or assignment of activities that would be illegal (e.g., shoplifting) or unlawful or might be morally offensive to new members/initiates
* Forced or required conduct that could embarrass or adversely affect the dignity of the individual
* The intentional creation of cleanup work or labor for new members/initiates by other members
* Bondage
* Abductions/kidnapping/holding against one’s will
* Forced exposure to cold weather or extreme heat, regardless of appropriate protection
* Participation in physical activities such as calisthenics, exercises or other so-called games

**Hazing – Examples of inappropriate behaviors**

1. Any and all activities superfluous to the organizations stated purposes and goals.
2. Forcing or allowing pledges to drink alcohol or use other drugs as part of either organized or unorganized activities.
3. Activities not specifically directed toward purposeful, constructive work like running stairs, repetitive exercise or work sessions, or physical/ athletic competitions that extend beyond reasonable limits.
4. Activities or directives to pledges that interfere with academic classes or study schedules.
5. Depriving or not providing decent and edible food and water.
6. Depriving pledges of privacy or sufficient sleep.
7. Depriving pledge access to means of maintaining a normal schedule of bodily cleanliness (including one shower per day).
8. Forcing pledges to engage in activities in surroundings that are either too warm or too cold for reasonable comfort.
9. Branding any part of the body, whether voluntarily or involuntarily.
10. The application of foreign substances (rubs, salves, etc.) to the body.
11. Forcing, coercing, or permitting pledges to eat or drink foreign or inappropriate substances like raw meat, salt water, hot peppers, etc.
12. Pledge ditches (find a way home), pledge campouts (forced residency in a single location) or the theft of personal property.
13. War games, paddle swats or other direct physical abuse, or road trips for the purpose of “pledge kidnaps.”
14. Psychological hazing, which is defined as any act which is likely to: 1.) compromise the dignity of a member or pledge, 2.) cause embarrassment or shame to a member or a pledge, 3.) cause a member or pledge to be the object of malicious amusement or ridicule, or 4.) cause psychological harm or substantial emotional stress.
15. Forcing or allowing pledges to dress in a degrading manner or nudity, at any time.
16. Degrading verbal or written references to pledges.
17. Forcing or coercing pledges to list of their faults or “sins” believing they must disclose that information to members.
18. Refusal to allow emotionally or physically depleted individuals the opportunity to recover.

Revised: 26-Feb-10

***Students pledging Greek organizations must meet the following requirements of the Greek Academic Success Program:***

1. First semester, full-time students, identified as a “Transfer Student” on their transcript. Meaning they have enrolled in a college program after their graduation. Transfer Students MUST carry forward a minimum of 12 transferable credit hours.
2. Students must have attained a minimum (previous) semester grade point average of 2.00 and cumulative grade point average of 2.00.
3. In addition to the pledge's regular study schedule, a minimum of ten (10) hours of **supervised** study time per week is required. **DO NOT WORK ON PLEDGING REQUIREMENTS, PLANNING OR ANYTHING OF THAT NATURE!**
4. Students must schedule and participate in one-on-one personal contact with academic advisors within the first two weeks of pledging to discuss academic or personal concerns. Pledge lists will be published to the campus and academic advisors will be aware of your status.
5. A general campus announcement will be initiated by the Office of Student Engagement notifying the campus of approved and disapproved pledges. Faculty and staff will be enlisted to ensure that ineligible pledges withdraw from the pledging process upon notification. Faculty and Staff are also encouraged to report any perceived violations or concerns to Student Engagement.

**The Five Pillars**

**Scholarship**

Alfred State Greeks are first and foremost committed to academics. To begin the pledging process, a student is required to have a 2.0 cumulative and previous semester GPA. Each organization has an Academic Intervention Plan, to create a culture of academic success while establishing incentives for scholastic excellence. With the support of the Greek Senate Academic Chair, every chapter works to develop study, test taking, and time management skills in its members.

**Service**

The Alfred State Greek Community prides itself on giving back to the college and the surrounding communities. Greek Senate coordinates several philanthropic and community service events, and each chapter has its own standard for community service within the organization. In an academic year, Greek organizations have contributed approximately 7500-10000 hours of service to the local community. Annually, Greeks lead the campus in community engagement, by contributing time, energy, and fundraising efforts at events like New Student Move-In, philanthropy causes, and Alfred’s annual Hot Dog Day community celebration.

**Leadership**

Involvement in Greek Life at Alfred State offers an unparalleled opportunity for leadership development. Each chapter has several officer-level positions and opportunities for members to demonstrate initiative and responsibility. In addition to the leadership roles within Greek organizations, Greeks participate in a campus-wide Leadership Retreat in the fall semester to identify and strengthen individual leadership styles while fostering a positive dynamic in the Greek Community overall.

**Brotherhood and Sisterhood**

Alfred State Greeks are a family. Alumni and active members get together several times a year for important events such as initiation each semester, Greek Alumni Weekend in the fall, and Hot Dog Day in the spring. Chapters also collaborate to host mixers, socials, and all-Greek recruitment events throughout the year. Each year, members of Greek Senate honor a Greek Man and Greek Woman of the Year, based on votes from all the chapters.

**Growth**

Since 2017, membership in the Greek community has slowly decreased. In Spring 2022, Greek Senate collaborated to add a new pillar to focus on growth and membership development for all houses. This pillar aims to encourage houses to become socially engaged in the Alfred State community to promote the benefits of joining Greek life while encouraging more students to go Greek. Greek houses are encouraged to join and support student led organizations to stay involved on campus and to create networking opportunities amongst the student body