

**Monmouth University — Office of Student Engagement**  
**Fraternity and Sorority Life Guidelines for Recruitment and Intake/New Member Education**  
***Updated August 2024***

The purpose of this document is to provide the recognized fraternities and sororities of Monmouth University, their advisory teams, and perspective members with information and expectations regarding recruitment and intake/new member education. All chapters must adhere to the following guidelines if they are to participate in recruitment and conduct intake/new member education at Monmouth University.

**Meetings and Documentation:**

- I. **Prior to any membership invitations being extended**, chapter presidents will submit a list of perspective new members for eligibility verification to their assigned Fraternity and Sorority Life staff member, this list should include:
  - a. Full first name
  - b. Last name
  - c. Monmouth University student ID number
- II. **Prior to any intake/new member activities**, the chapter president and new member educator will meet with their assigned Fraternity and Sorority Life staff member to submit materials for new member education. Prior to this meeting, the chapter should provide:
  - a. A calendar of events for new member education, including:
    - i. Dates, times, and locations of all new member activities
    - ii. Initiation Date and location
    - iii. If applicable, date, time, and location of the new member presentation
  - b. An outline of your inter/national organization's risk management and new member education policies and procedures
    - i. Note: this must include a plan of how you will implement education in alignment with your inter/national organization policies, not just a copy of your inter/national organization policies.
  - c. At this meeting chapter officers must review the recruitment and intake/new member education policies and sign off
- III. Chapter presidents must submit and review their intake/new member education calendar with their faculty advisor prior to beginning intake/new member activities.
- IV. Within 3-business days of membership invitations being accepted, chapter presidents must:
  - a. Submit a new member roster containing full first and last names and student ID's to the Fraternity and Sorority Life staff
  - b. Submit signed New Member Acceptance forms to the Fraternity and Sorority Life Staff
    - i. The New Member Acceptance form should be signed by each new member who has accepted an invitation of membership

**Intake/New Member Education and Recruitment Policies:**

- I. All chapter recruitment events must receive prior approval by the perspective governing council (UGC, IFC, PHC).
  - a. Each council will outline their expectations for recruitment and intake.
- II. Chapters are not permitted to extend a membership invitation to any person, who has not been verified by the Fraternity and Sorority Life staff.
  - a. Chapter members are not permitted to pressure any person into accepting a chapter's invitation of membership
- III. Intake/new member education may last no longer than five weeks.
  - a. All new members must be initiated within 5 calendar days of their intake/new member education process concluding.
    - i. Initiations must be conducted on Monmouth University's campus
    - ii. Initiations must be conducted at least 14 days prior to Reading Day in the Fall and Spring semesters
- IV. All recruitment and intake/new member education events, meetings, and activities must be in alignment with the chapter's inter/national organization's policies and procedures.
- V. All recruitment and intake/new member education events and activities must be alcohol and substance free.
- VI. Intake/new member education can only take place when Monmouth University classes are in session for the Fall and Spring semesters.
  - a. No intake/new member education activities or events can take place when the University is closed including closings for inclement weather or special circumstances, University/National Holidays, or breaks.
- VII. No required intake/new member activities may be scheduled which conflict with academic commitments.
  - a. No new member activities, events, or meetings should run past 10:59 PM EST, or be held before 8:00 AM EST.
  - b. No over-night activities are permitted.
- VIII. All intake/new member activities must align with Monmouth University's Student Code of Conduct and Zero-tolerance hazing policies

_____	_____	_____
Chapter President First and Last Name	Signature	Date
_____	_____	_____
New Member Educator First and Last Name	Signature	Date

## Monmouth University Hazing Policies

Students should be aware that hazing violates campus regulations and state law. Monmouth has a zero tolerance policy when it comes to hazing. Students and/or teams, organizations involved in such acts will be charged under the Code of Conduct as appropriate. The following information has been prepared by the Office of Student Engagement. The information is designed to assist members of the University community in understanding University and state positions on hazing activities. The information is intended to be educational and should not be viewed as all-inclusive in its content and definitions. Specific questions should be referred to the Office of Student Engagement at 732-263-5319.

### Statement on Hazing

Monmouth University recognizes that student groups and associations including, but not limited to, clubs and organizations, fraternities and sororities, and intercollegiate or club sport teams are an integral part of the University. They contribute to the academic and social experience of the students and the Monmouth community. This relationship carries with it certain rights of the University to protect and preserve an appropriate environment in which all students and student associations may operate. As such, all students are expected to conduct themselves as responsible members of the University community and to respect their fellow citizens. Any departure from these standards as defined in the Student Handbook, the national fraternity/sorority documents, and state regulations may subject any individual(s) or group(s) to disciplinary action.

### New Jersey Anti-Hazing Law:

In 2021, New Jersey Governor Phil Murphy signed Timothy J. Piazza's Law. Legislation in New Jersey with regard to hazing states the following:

### Hazing as defined by New Jersey:

2C:40-3 Hazing.

1. a. A person is guilty of **hazing**, if, in connection with initiation of applicants to or members of a student or fraternal organization, whose membership is primarily students or alumni of the organization or an institution of higher education, the person knowingly or recklessly:
  1. causes, coerces, or otherwise induces another person to commit an act that violates federal or State criminal law;
  2. causes, coerces, or otherwise induces another person to consume any food, liquid, alcoholic liquid, drug or other substance which subjects the person to a risk of emotional or physical harm or is otherwise deleterious to the person's health;
  3. subjects another person to abuse, mistreatment, harassment, or degradation of a physical nature, including, but not limited to, whipping, beating, branding, excessive calisthenics, or exposure to the elements;
  4. subjects another person to abuse, mistreatment, harassment, or degradation of a mental or emotional nature, including, but not limited to, activity adversely affecting the mental or emotional health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment;
  5. subjects another person to abuse, mistreatment, harassment, or degradation of a sexual nature; or
  6. subjects another person to any other activity that creates a reasonable likelihood of bodily injury to the person.

Hazing shall not include any reasonable and customary athletic, law enforcement, or military training; contests; competitions; or events. More information about Piazza's Law can be found at <https://stophazing.org/policy/state-laws/new-jersey/>

**Monmouth University defines hazing as:**

1. Any action or situation, on or off campus, which includes any mental or physical requirement, request or obligation placed upon any person (pledge, new member, associate member, member, affiliate, guest) which could cause discomfort, pain, fright, disgrace, injury, or which is personally degrading or which violates any federal, state or local statute/law or University policy, and
2. Upon which the initiation, or admission into, or affiliation with, or continued membership in an organization is directly or indirectly conditional.

Furthermore,

1. No person shall participate in the hazing of another.
2. No student or advisor shall knowingly permit the hazing of another.
3. No student or advisor shall fail to report hazing.

The negligence or consent of the student/participant or any assumption of risk by the student/participant is not a defense to any action brought pursuant to this policy.

**Amnesty Policy:**

New Jersey's Anti- Hazing Law states:

A person, student or fraternal organization, or institution of higher education, and another person acting in concert with the person, organization, or institution, shall be immune from prosecution under this section if the person, or an employee, officer, or other agent acting on behalf of the organization or institution, as the case may be:

- a. called 9-1-1, or otherwise contacted campus security, police, or emergency services, and reported that a person was in need of medical assistance due to an act of hazing as described in this section;
- b. the caller provided the caller's name and, if applicable, the name of the person acting in concert with the caller to the 9-1-1 operator or other recipient of the emergency contact;
- c. the caller was the first to make the 9-1-1 report or other emergency report; and
- d. he caller and, if applicable, the person acting in concert with the caller remained on the scene with the person in need of medical assistance until assistance arrived and cooperated with the emergency services on the scene.

**The following offices are available to you as a resource to report allegations of hazing:**

- The Office of Student Engagement 732-263-5319
- Dean of Students Office 732-263-5218
- The Office of the Vice President for Student Life 732-571-3417
- The Office of the General Counsel 732-571-3598
- The University Police 732-571-4444

**Examples of Hazing:**

Depending upon circumstances, these activities have at one time or another been construed as hazing by the courts and/or institutions of higher education. Such actions are often required or implied as conditions of inclusion or exclusion from a group, formal or informal. Thus, hazing may be perpetrated by individual(s), individual against group, or group against individual.

1. Requiring calisthenics such as sit-ups, push-ups, running, or any form of physically abusive exercise.
2. Forcing, requiring, or endorsing consumption of alcoholic beverages or any other drug.
3. Requiring the ingestion of an undesirable, unwanted substance (e.g., spoiled food, drink concoctions, etc.).
4. Requiring the carrying of items, such as rocks, bricks, or pumpkins.
5. Scavenger hunts, treasure hunts, road trips, kidnappings, drop-offs, or any other such activities.
6. Morally degrading or humiliating games and activities such as requiring members to sing in public or act like animals.
7. Assigning or endorsing pranks such as borrowing or stealing items, painting property and objects, or harassing other individuals or groups.
8. Deprivation of sleep.
9. Blindfolding or hand-tying.
10. Verbal harassment including yelling and screaming.
11. Requiring any personal servitude such as running errands.
12. Line-ups, kangaroo courts, or any interrogations not consistent with legitimate testing for information about history, purpose, or direction.
13. Requiring new members to wear publicly, apparel that is conspicuous and/or not normally in good taste.
14. Requiring new members to be branded.
15. Requiring new members to answer phones or doors with chants, riddles, songs, or rhymes.
16. Deceptions and/or threats contrived to convince the new member he or she won't be able to join the organization.
17. Conducting activities that do not allow adequate time for study or sleep.
18. Requiring new members to enter the house or building through a side door or entrance not normally used to enter.
19. Requiring new members to yell when entering or leaving the house or building.
20. Work projects without the participation of the full membership.
21. Any action which would be perceived as inflicting physical abuse/harm to an individual, for example, paddling or throwing things at new members.

**Please note:** This list by no means covers all activities and actions that can be considered hazing. Should you have questions or desire clarification of any of these items, please contact the Office of Student Engagement: stop by the Student Center, second floor office suite, or call 732-571-3586.