

## **Appendix III – Administrative Policies Governing Greek Fraternal Organizations at the University of Hawai‘i at Mānoa**

### 1. Purpose

The purpose of these policies is to set forth guidelines and procedures specifically for Greek fraternal organizations which function on campus. In recognition that Greek fraternal organizations are unique student organizations with long histories, rich traditions and rituals and a special role in fostering student life, these policies and procedures specific to Greek fraternal organizations are being established.

### 2. Applicability

This policy applies to the University of Hawai‘i at Mānoa campus.

### 3. Responsibility

The Co-curricular Activities, Programs & Services department (CAPS), UH-Mānoa, shall exercise overall responsibility for implementation of this policy and shall formulate procedures to implement the policy with input from appropriate campus community members.

### 4. Objective of Policy

The objective of these policies is to supplement the Administrative Policies Governing Registered Independent Organizations (RIOs) by outlining expectations, relationships, etc. between the University of Hawai‘i at Mānoa and the Greek fraternal Organizations.

### 5. Policy

#### **a. Intent**

- 1) The University of Hawai‘i at Mānoa affirms the importance and value of Greek organizations and views their existence as opportunities for co-curricular involvement. Greek life plays an important role and contributes to the richness and diversity of student life on campus. The Greek system provides opportunities for developing leadership, creating long lasting friendships, fostering a sense of community, enhancing student retention, encouraging community service, and fostering alumni relations.

#### **b. Registration and Responsibility**

- 1) The University of Hawai‘i at Mānoa seeks to officially register and support Greek fraternal organizations whose purpose and practices are, and remain, consistent with those of the University.
- 2) Registration of Greek fraternal organizations will follow the steps for RIO status outlined in the RIO administrative policies. If a group of students seeking RIO status is a Greek fraternal organization as defined in Section 5c below, it shall be referred to as a Greek RIO and must follow the petition and registration steps outlined in the RIO administrative policies. Additional documents that the group must submit include:
  - a. National constitution or bylaws (if they exist)
  - b. Local chapter constitution or bylaws

- c. Local articles of incorporation (if they exist)
  - d. Completed RIO agreement – Attachment A and Attachment 2
- 3) All officially registered Greek fraternal organizations are responsible for ensuring that their organizations and members shall abide by all applicable University rules and regulations including the Campus Center Complex facilities use policy, University facilities use policy, administrative policies governing Registered Independent Organizations, the Student Conduct Code, and these policies.
  - 4) Each Greek fraternal organization shall be responsible for complying with applicable federal, state, and local laws. Areas in which concern and awareness need to be focused in particular include:
    - the use and service of alcohol
    - the use of narcotics or drugs
    - hazing
  - 5) Each Greek fraternal organization shall be responsible for undertaking, as appropriate, programs which contribute to community betterment, services to the University and responsible social interaction consistent with the organization’s resources and goals.
  - 6) Each Greek fraternal organization is expected to conduct its business practices in a lawful and ethical manner, maintaining its fiscal affairs in accordance with generally accepted practices.
  - 7) Each Greek fraternal organization shall be responsible for actively participating in, abiding by the rules of, and effectively promoting the goals and objectives of, the campus governing bodies for Greek fraternities and sororities.

**c. Definition of Greek Fraternal Organizations**

- 1) The term “Greek fraternal organizations” or “Greek RIO” refers to those groups of men or women belonging to a generally Greek letter organization founded on the basic principles of friendship (brotherhood or sisterhood), scholarship, leadership and service to humanity. For the purposes of this policy, such groups of men will be referred to as “fraternities” and such groups of women will be referred to as “sororities.” It is not the intent of this definition to prohibit the use of non-Greek letters for the name of the fraternal organization.
- 2) Fraternities include groups affiliated with or seeking to affiliate with the Interfraternity Council (IFC) at UH-Mānoa, the National Interfraternity Conference (NIC) and the National Pan-Hellenic Conference (NPHC). Such groups, listed below with year of establishment on campus in parenthesis, include, but are not limited to:

Beta Theta Pi (1989)	Phi Kappa Omega (1986)
Imiloa (1965)	Sigma Lambda (1950)
Kappa Epsilon Theta (1937)	Sigma Phi Epsilon (1992)

Phi Delta Sigma (1928)      Tau Kappa Epsilon (1991)

- 3) Sororities include groups affiliated with or seeking to affiliate with the InterSorority Council (ISC) at UH-Mānoa, the National Panhellenic Conference (NPC) and the National Pan-Hellenic Conference (NPCH). Such groups, listed below with year of establishment on campus in parenthesis, include, but are not limited to:

Alpha Gamma Delta (1991)    Kappa Sigma Chi (1924- as Yang Chung Hui)  
Alpha kappa Chi (1975)      Phi Sigma Rho (1944)  
Beta Beta Gamma (1948)    Wakaba Kai (1949)  
Gamma chi Sigma (1928)

#### **d. Nonhazing Policy**

- 1) As part of its role within the University, the CAPS department is charged with the enhancement of student life and fostering safe, healthy environments for student involvement. Because hazing is seen as contradictory to this objective and to the values inherent in fraternalism, the department has developed policies and procedures which safeguard the rights of students. Further, it is also the intent of this policy to minimize potential liability for Greek fraternal organizations and the University. In developing the nonhazing policy, the department has relied upon the Fraternity Executives Association, Association of Fraternity Advisors, National Interfraternity Conference and National Panhellenic Conference and interprets hazing in a manner consistent with their statements on Hazing and Pre-initiation Activities (copies available upon request).
- 2) The CAPS department is also responsible for providing assistance and educational services to Greek fraternal organizations. In support of this responsibility, the department maintains that an effective nonhazing policy includes educational programs which provide examples and guidance on alternative activities to hazing and that such educational and alternative programs should foster group bonding, team building, group cohesiveness, trust building, etc.
- 3) The University defines hazing as including, but not limited to, any action taken or situation created, intentionally, whether on or off University premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities and situations include paddling in any form; creation of excessive fatigue; physical and psychological discomfort; wearing, publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and jokes; morally degrading or humiliating games and activities; late night sessions which interfere with scholastic activities; and any other activities which are not consistent with University policies and procedures.
- 4) In respect to this policy, the University defines two possible categories of hazing. These two categories are: Harassment Hazing and Dangerous Hazing. The following is a list of examples of hazing presented according to category. This list is not intended to be all inclusive, but rather, to offer examples which Greek organizations can use to gauge their own pledging activities.

- a. **HARRASSMENT HAZING** – Anything that causes mental or physical discomfort to the pledge including embarrassment, harassment, or ridicule.

Examples:

- Any form of abusive questioning under pressure or in an uncomfortable position.
- Verbal or psychological abuse.
- Personal servitude such as carrying trays, running personal errands, etc.
- Requiring pledges to perform embarrassing and/or degrading jingles or plays.
- Total nudity at any time.

- b. **DANGEROUS HAZING** – Anything that endangers the life of a pledge or has the potential to cause bodily injury.

Examples:

- Restricting bodily movement in any way including tying feet and/or hands.
- Requiring pledges to jump from chairs, over anything, or climb anything.
- Hitting.
- Requiring walking, standing, sitting in any unpleasant substance or uncomfortable position.
- Requiring alcoholic consumption or substance abuse.

- 5) In assessing and designing its own pledge/associate/new member activities, the fraternal organization shall abide by the standard that such activities shall uphold and promote the individual's dignity and personal development. Further, whether existing and/or proposed activities for pledges, associates or new members involve hazing shall be determined by the "reasonable person" standard; i.e., is this the kind of activity that any reasonable person would normally and/or voluntarily choose to engage in or perform?
- 6) In cases of violations of this nonhazing policy, the procedures for dealing with individuals and organizations will be consistent with the process outlined in the Student Conduct Code, the RIO administrative policies, and Section **5f** of these policies.
- 7) In order to provide a mechanism for dealing with violations of this nonhazing policy by individuals or by fraternal organizations, it is presumed that hazing incidents involve only those persons directly participating in the incident or those other persons who may be present at the time the incident occurs, and who do nothing to stop its occurrence. However, a hazing incident may be shown to be a fraternal organization activity, for which the organization itself may be disciplined, if any of the following characteristics are present:
- a. The executive officers of the organization, or the person responsible for the administration of the pledge program (e.g. pledge trainer/educator), or the organization advisor is aware of the incident before it takes place, sufficiently in advance of its occurrence to prohibit its taking place, and does not so prohibit it from taking place.
  - b. The executive officers of the organization, or the person responsible for the administration of the pledge program (e.g. pledge trainer/educator), or the

organization advisor, knowing the identity of organization members involved in the incident, refuses to divulge such identity to the appropriate authorities (i.e. the University, the police, the national organization headquarters, Greek governing bodies etc.).

- c. The incident involves the expenditure of funds of the organization.
  - d. The incident involves or is actively or passively endorsed by majority of the members of the organization.
- 8) Any violations of this nonhazing policy by an individual will subject the individual to disciplinary action including possible sanctions as generally outlined in the Student Conduct Code. Any violations of this nonhazing policy by a fraternal organization will be subject to review and will subject the organization to disciplinary action as generally outlined in Section **5n** of the RIO administrative policies governing registered independent organizations and section **5f** of these policies. In addition, the offending individual or organization may be subject to any applicable state statutes.
- 9) In consultation and cooperation with the Greek governing bodies at the University of Hawai‘i at Mānoa, the CAPS department will provide copies of this nonhazing policy and the officers of each fraternal organization shall be responsible for informing all members, pledges, associate members, affiliates of this policy. In addition, educational seminars on the issue of hazing will be sponsored by CAPS and the Greek governing bodies as part of a hazing awareness educational program. In order to insure that all members of the fraternal organization are aware of the requirements outlined in this policy, the president of the organization will:
- a. inform members, in writing, of the requirements;
  - b. review the policy annually with all members;
  - c. distribute copies of this nonhazing policy to each new pledge and review the requirements therein; and
  - d. agree to comply with the requirements of this nonhazing policy by signing Attachment 2 for Fraternities and Sororities of the RIO Agreement.
- 10) In consultation and cooperation with the Greek governing bodies at the University of Hawai‘i at Mānoa, the CAPS department will conduct an annual review and evaluation of its nonhazing policy. This review will include an assessment of hazing awareness education and organization compliance to the policy.

#### **e. Greek Governing Bodies**

- 1) Recognizing that Greek fraternal organizations take pride in self-governance and that such self-governance is supportive of the University’s goal of promoting leadership development and personal growth, the University will work to support governing bodies or fraternities and sororities.
- 2) To effectively promote the values of Greek life and interfraternal relations, the University will support a governing body for all fraternities and a governing body for all sororities and will endeavor to ensure that the rituals and rules unique to each Greek organization

are not compromised. Toward this end, the University acknowledges and supports the InterFraternity Council (IFC) and the InterSorority Council (ISC) operating at the UH-Mānoa campus. If deemed necessary, the University will assist in establishing governing bodies for NIC-affiliated, NPC-affiliated and/or NPHC-affiliated Greek organizations in accordance with University policies and respective policies of NIC, 3 NPC and/or NPHC which do not contradict University policies.

- 3) Working in conjunction with the University, the Greek governing bodies shall establish, amend, revise and repeal rules governing the conduct of their business and such bodies and such other rules necessary for the performance of duties granted to them. Governing bodies may include rules governing rush activities, pledging, member development and alumni relations which do not contradict University policies.
- 4) The following basic requirements shall be included in any rules adopted by the governing bodies:
  - a. The power of one vote shall be granted to each Greek fraternal organization. This requirement does not preclude the Greek governing bodies from establishing two classes of membership: regular and associate. Regular membership shall be composed of all full-fledged chapters or fraternal organizations in good standing with the IFC, ISC, NIC, NPC, and/or NPHC. Associate membership shall be composed of all colonies in good standing with the NIC, NPC and/or NPHC and of all first-year fraternal organizations in good standing with the IFC and/or ISC. Associate members shall be entitled to all of the rights, privileges, responsibilities and obligations of regular members except those of voting and of holding office in the Greek governing bodies. After 1 year as an associate member in good standing, the Greek fraternal organization shall automatically become a regular member of the respective governing body.
  - b. The governing body shall not have the power to expel a chapter or any fraternal organization from its membership.
  - c. A Greek fraternal organization shall not have power to withdraw from its governing body.
  - d. Because all Greek fraternal organizations share an equal obligation to promote interfraternalism, the principle of rotation of officers, allowing each Greek fraternal organization to hold office in the governing body, shall be adhered to. The rotation order shall be based on the date the Greek fraternal organization was established on campus (oldest first, etc.). If the Greek fraternal organization, in order of rotation is not prepared to serve as an officer, that Greek fraternal organization shall relinquish its place to the next Greek fraternal organization in order of rotation. The Greek fraternal organization so passed must resume its place the following year and normal rotation shall be resumed.
  - e. In order to ensure the effective functioning of the governing body, each Greek fraternal organization shall select the best qualified member as its representative. The representative shall remain informed, knowledgeable

about the rules and activities of the governing body, and represent opinions of his/her organization.

- f. Greek fraternal organizations with official Greek RIO status will be prohibited from allowing membership in more than 1 Greek fraternal organization. Membership will be defined as active, non-active, alumni/alumnae and pledge/new member.

#### **f. Policy Administration and Violations**

- 1) Greek fraternal organizations obtaining RIO status will be held accountable for complying with all provisions of these policies and of rules, regulations and procedures duly adopted by the Greek governing bodies which do not contradict University policies.
- 2) Failure of Greek RIOs and of their members to adhere to the policies, rules and procedures governing Greek RIOs, and/or failure of Greek RIOs and of their members to comply with the responsibilities outlined in this policy may result in review of the registration status and may result in revocation of registration.
- 3) Any Greek RIO alleged to be in violation of policy shall be notified as specified in the RIO Agreement (Section 12). The Greek RIO will be given the opportunity to meet with a representative of the Co-curricular Activities, Programs & Services department to discuss the specifics of the alleged violation, possible solutions and potential sanctions.
- 4) Sanctions which may be placed on the Greek RIO, in addition to those outlined in the section **5n** of the administrative policies governing RIOs, include, but are not limited to:
  - a. administrative warning;
  - b. creative service or educational projects;
  - c. monetary fines;
  - d. restitution or reimbursement;
  - e. referral to Student Conduct Committee.
- 5) The Vice President for Student Affairs or designee will hear final appeals to administrative action taken under these policies, rules and procedures, and render final decisions.
- 6) Questions about these policies and subsequent actions, forms, responsibilities, etc. May be forwarded to: Director of Co-curricular Activities, Programs & Services, University of Hawai'i at Mānoa, 2465 Campus Road, CC 208, Honolulu, HI 96822. Telephone number is (808) 956-8178. Fax number is (808) 956-4810.

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