

New Member Bill of Rights

History: First issued January 2011; Revised March 2017

Related Policy: Fraternities and Sororities: Procedures for Recruitment, Intake, and New Member Activities, RUL 11.56.03

Contact: Department of Fraternity and Sorority Life, 919.513.2910, fsl-department@ncsu.edu

Introduction: For the purpose of this document, "new members" shall be defined as anyone who is participating in the membership process of a fraternity or sorority. Synonyms vary by organization and include terms like pledge, associate member, candidate, aspirant, etc.

Each fraternity and sorority meets with the Department of Fraternity and Sorority Life (FSL) prior to the recruitment/selection of new members to discuss rush events, intake, and new member activities. FSL works with chapters to facilitate a successful and positive experience for all involved in the recruitment and new member process. Each chapter develops a calendar of activities that are in line with our Membership Rules. Approved calendars have a number of activities that are constructive and will contribute to your becoming a more active and productive member of your fraternity or sorority.

Listed below is a *New Member Bill of Rights* that specifically outlines your rights as a new member. Please study your rights and make certain that they are adhered to throughout your fraternal experience. Congratulations on your selection and we wish you each a successful transition into the fraternity and sorority community here at NC State!

Each new member has the right to partake in an enriching fraternal experience reflective of the values of NC State University which include:

Integrity- *in the pursuit, creation, application, and dissemination of knowledge*

1. The right to experience a new member process that is consistent with the institutional mission of NC State University.
2. The right to ask questions and receive accurate and objective answers from members.

Freedom- *of thought and expression*

3. The right to engage in leadership development opportunities and explore one's individual leadership potential.
4. The right to experience a sense of pride for one's chapter and alma mater.
5. The right to make informed choices without undue pressure from others.

Respect- *for cultural and intellectual diversity*

6. The right to maintain and improve relationships with others beyond one's affiliation.
7. The right to build awareness and appreciation for fraternity or sorority history.
8. The right to engage with alumni in mentoring and/or advisory capacities.

Responsibility- *for individual actions and service to society*

9. The right to experience a genuine sense of brotherhood/sisterhood
10. The right to a new member process that encourages my mental and physical well-being.
11. The right to develop and/or enhance healthy social skills.

Stewardship- *in sustaining economic and natural resources*

12. The right to be fully informed about the membership process, costs, requirements, and time obligations.
13. The right to a new member process which encourages active participation in meaningful service for the community.

Excellence- in all endeavors

14. The right to have a positive, safe and inspiring new member education process.
15. The right to new member activities which reflect the value of scholarship.
16. The right to receive assistance in developing and/or pursuing career goals.

To this end, no new member shall be coerced by any person or persons to abandon or tolerate a violation of their rights. Whether consent is provided or not, the following requests are not appropriate for any new member educational activities. Such requests include any act which:

- Violates the values of NC State University, and/or the values of the fraternity or sorority
- Interferes with academic responsibilities; including activities that cause you to be unprepared, late, or absent for class
- Places you in physical danger or harm
- Subjects you to "sub-human" or cruel treatment
- Subjects you to embarrassment and/or ridicule; including requiring you to wear costumes and/or participate in demeaning acts
- Subjects you to harassment, bullying, or intimidation by any collegiate or alumni members
- Requires you to participate in activities between 11:00PM-9:00AM
- Requires you to participate in mandatory designated driver duties
- Requires you to perform of personal acts of service or "favors," for collegiate or alumni members
- Requires you to participate in "line-ups"
- Requires you to carry items you would not normally bear (including paddles, bricks, signature books)
- Requires you to participate in activities that are prohibited by Federal, State, and/or Local Laws; including illegal use of alcohol and drugs

THIS LIST IS IN NO WAY EXHAUSTIVE.

Any questions regarding violations of new members' rights or other questionable activities, including hazing, should be reported to FSL at 919.513.2910. You may ask to speak with Chris Jefferson, Associate Director, or Shelly Brown Dobek, Director. Sources are kept in confidence. Concerns may also be reported to the National Hazing Hotline at 1-888-NOT-HAZE (1-888-668-4293).

Hazing defined as:

Behavior related to organizational membership or potential membership, regardless of consent or intentionality, that meets two or more of the following:

1. Is inconsistent with the purpose of the organization;
2. Is negligent or reckless in nature;
3. Introduces risk factors;
4. Increases vulnerability factors;
5. Unreasonably interferes with academic activities or success

Risk factors include: (perpetration)	Vulnerability factors include: (victimization)
<ul style="list-style-type: none"> • Coerced compliance • Use of alcohol or drugs • Acts of servitude • Sleep deprivation • Sex acts (watched or performed) • Consumption of food or beverage in excess • Calisthenics • Assault or abuse 	<ul style="list-style-type: none"> • Activities that compete with academics • Isolation • Humiliation or embarrassment • Disparaging treatment or intimidation • Scolding or ridiculing • Creating anxiety or instilling fear • Stripping of personal identity