

MEMORANDUM

TO: Teresa Sullivan, President

FROM: Allen Au, Multicultural Greek Council

DATE: December 26, 2014

SUBJECT: Suggested FOA Additions pertaining to hazing and event safety

As per your request, my council has revisited the university FOA to determine possible safety recommendations. The original FOA language surrounding hazing, which has been included below, calls for the organization president to distribute an annual notice. Thus, in regards to hazing, we recommend several solid guidelines to increase accountability and education, especially for organization presidents and new member educators.

Original FOA (Hazing)

13. Hazing

Hazing is a crime in Virginia and is prohibited by University policy and the University Standards of Conduct. State and/or local law enforcement agencies investigate allegations of hazing under Virginia law. The Office of the Dean of Students investigates allegations of hazing under University policy. The University has created a website (<http://www.virginia.edu/hazing>) that provides information and resources aimed at hazing prevention and education. To ensure that all persons associated with the fraternal organization have access to this information and are aware of these resources, the University will distribute the link to this website with its annual hazing notice to all fraternal organization presidents. The Fraternal Organization president is responsible and on his/her honor to send the annual hazing notice containing this link to all of the Fraternal Organization's current and prospective directors, officers, members, advisors, coaches, staff, activity participants, and any other persons associated with the fraternal organization or engaged in its activities.

Suggested FOA Additions:

"Hazing", as defined by the University, refers to any activity that is expected or required of someone to join or maintain status within a group that humiliates, degrades, or risks emotional and/or physical harm, regardless of the person's willingness to participate. The Multicultural Greek Council recognizes the potential for hazing to occur, especially during the new member education process. As such, the Council recommends the following additions to the Fraternal Organization Agreement, Section 13 – Hazing:

13(a). Chapters will provide the Office of Fraternity and Sorority Life ("OFSL") with an outline of their goals for their new member education process ("Intake") with a duplicate copy going to the Multicultural Greek Council ("MGC") president.

13(b). New member educators must have attended at least one hazing educational programming prior to beginning intake. In addition, new member educators and respective chapter presidents must meet with the OFSL Council coordinator to discuss safety recommendations prior to intake.

13(c). During intake and before full membership initiation, prospective members will meet with their respective chapter advisors to discuss current progress and applicable safety recommendations. It is the duty of the chapter advisor to report any signs of hazing or safety violations to the chapter president.

13(d). The MGC will provide materials for educating all prospective members on hazing. Individual chapter presidents will be responsible for presenting said material to all prospective members prior to the beginning of any intake. Each prospective new member will sign a written statement asserting that they have been presented and have understood said materials. Each chapter president will be responsible for collecting written statements and delivering them to the OFSL along with a list of prospective members prior to intake.

Additional Recommendations:

The MGC recognizes the importance of risk management and safety as it pertains to event planning. In collaboration with the Inter-Sorority Council (“ISC”) and National Pan-Hellenic Council (“NPHC”), the MGC is developing council-specific event safety recommendations. Though in development, these safety recommendations may include:

- Mandating ADAPT alcohol safety education for chapter presidents, as well as recommending Bystander Intervention and Survivor Support Network training
- Recommending chapters register events unofficially with Internal Liaison, predominantly for safety and support concerns
- Encourage chapter presidents share risk management strategies and develop collaborative strategies
- Deliver Alcohol Safety and Bystander Intervention to newly initiated members during council-wide new member orientation

Furthermore, the MGC is in the process of developing a *Council Principles* mission statement pertaining to hazing. In order to retain membership within the council, each chapter president will sign to acknowledge the statement. Though the statement will not be strictly enforceable, the Council hopes that the statement will better align each chapter’s espoused values with actions undertaken during intake.

We hope these suggested FOA additions and additional recommendations assist the University in improving overall student safety. If you would like more information, please contact me at aa4fa@virginia.edu.