To the University Community

The University of Pennsylvania has, for a number of years, had a policy expressly forbidding hazing by any member(s) of a fraternity or sorority. Recently, the Commonwealth of Pennsylvania enacted an Antihazing Law. Under its terms institutions of higher education are required to adopt written antihazing policies prohibiting any such activity by any "students or other persons associated with any organization operating under the sanction of or recognized as an organization..." by such an institution. The legislative mandate gave us an opportunity to restate our policy and make it more broadly applicable. Comments are welcome and should be addressed to: Dr. Sheldon Hackney, President, 100 College Hall/6380.

Antihazing Regulations

The following Regulations apply to all University students and student groups.

The University is an association of equals who, in working together, comprise a scholarly community. Hazing is inconsistent with the goals and purposes of the University and is explicitly forbidden.

I. Hazing: Definition.

(A) For purposes of these regulations, and consistent with the Antihazing Law of Pennsylvania, hazing means any action or situation (1) which recklessly or intentionally endangers the mental or physical health or safety of a student or (2) which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, an organization operating under the sanction of, or recognized as an organization by, the University, including, without limitation, fraternities and sororities (an "Organization"). For purposes of these regulations, any activity as described herein upon which the initiation or admission into or affiliation with or continued membership in an Organization is directly or indirectly conditioned shall be presumed to be "forced" activity, the willingness of an individual to participate in such activity notwithstanding.

(B) Examples of types of prohibited hazing follow. These examples are merely illustrative of specific forbidden practices and are not intended to be all inclusive.

1. Any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements.

2. Forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual.

3. Any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.

4. Any willful destruction or removal of public or private property.

5. Placing a member or pledge in a situation of actual or simulated peril or jeopardy.

6. Undignified stunts or methods, either private or public and/or any ordeal that is in any respect indecent or shocking to moral or religious scruples or sensibilities.

7. Kidnapping and paddling.

(C) There are time and place limitations on all fraternity and sorority pledging activities. For purposes of this section, pledging activity is that activity that is unique to a pledge and performed as a requirement of membership in a fraternity or sorority.

1. There shall be no pledging activities between midnight and 8:00 a.m. Sunday through Thursday. This rule will be strictly enforced.

2. Pledging activities shall not occupy more than 10 hours per week, excluding study hours and community services.

3. The length of pledging shall be limited to the time period set forth in National Interfraternity Council, National Panhellenic Conference, or National Pan-Hellenic Council Guidelines or as prescribed by the national headquarters of each University of Pennsylvania affiliated chapter.

4. Any pledging practices including, raids, treasure hunts and scavenger hunts taking place outside of the chapter house are prohibited. The residence halls, in particular, are off limits to the pledge activities of Organizations.

5. With one exception, pledges may not be sent on trips. Pledges may voluntarily visit other chapters of a fraternity with the express approval of the Chapter Advisor. The Director of Fraternity and Sorority Affairs shall be notified of the prior approval in writing. Approval should be granted only when the trip has been sanctioned by a national officer of the fraternity, when adequate funds, transportation and supervision are provided, and when the purpose of the trip is of a constructive nature.

II. Penalties.

Penalties for engaging in hazing activities include University sanctions against individuals and organizations, and criminal sanctions under state law.

(A) Individuals. All students, whether or not they are affiliated with an Organization are governed by the Guidelines on Open Expression and the Charter of the University Student Judicial System. Infractions of the above Antihazing Regulations are subject to sanctions as set forth in the Charter of the University Student Judicial System. These sanctions include the following:

- Warning, reprimand, fine, restitution, disciplinary probation for a specified period, withdrawal of privileges, indefinite probation (i.e., probation whenever and as long as the respondent is a full or part-time student at the University), term suspension (ordinarily not to exceed two years), indefinite suspension with or without automatic right of readmission, or expulsion.

(B) Organizations.

1. Fraternities and Sororities. All fraternities and sororities are governed by the University policy entitled Recognition and Governance of Undergraduate Social Fraternities and Sororities (the "Recognition Policy"). For infractions of the Antihazing Regulations above, the fraternity or sorority is subject to sanctions as set forth in the Recognition Policy. These sanctions include administrative warning, chapter probation, suspension of University recognition, and withdrawal of University recognition. The national fraternity of any chapter convicted of a pledging infraction will be notified of this fact.

2. Other Organizations. For infractions of the above Antihazing Regulations, Organizations which are not fraternities or sororities are subject to sanctions including loss of University facility use privileges and loss of Student Activities Council recognition and funding.

(C) Criminal and Civil Liability. In addition to the sanctions described above, a student or Organization may be subject to civil liability or to criminal liability under Pennsylvania’s Antihazing Law or otherwise in accordance with state law.