

FISK UNIVERSITY
POLICY GOVERNING FRATERNITIES AND SORORITIES
2012-2013

The Office of Student Engagement oversees all activities related to the National Pan-Hellenic Council (NPHC) and Greek Letter Organizations (GLOs). Policies are also included in the Advisor's Guide for Student and Greek Letter Organizations.

Article I. Authorization

Fraternities and Sororities, admitted to the Fisk campus in 1927 and 1928 by vote of the Faculty and the Board of Trustees are organized under National Charter, and local matters are under the jurisdiction of the Fisk University National Pan-Hellenic Council and the Office of Student Engagement.

This policy governs the life and activities of fraternities and sororities at Fisk University. No fraternity, sorority, student, teacher, committee, or administrative officer may arbitrarily modify or set aside these policies. Any proposed change must be submitted in writing to the Dean of Student Engagement.

Section 1

The University recognizes four NPHC sororities: Alpha Kappa Alpha, Delta Sigma Theta, Sigma Gamma Rho, and Zeta Phi Beta; and four NPHC fraternities: Alpha Phi Alpha, Kappa Alpha Psi, Omega Psi Phi, and Phi Beta Sigma. For the purposes of this policy, the University also recognizes co-ed service fraternity Alpha Phi Omega Fraternity and Phi Mu Alpha Sinfonia Fraternity.

Section 2

Any other organization desiring recognition as a fraternity or sorority must petition the Office of Student Engagement, submitting in writing a list of its prospective members and a general statement of its purpose, along with approval by the local graduate chapter, and dates of national or regional intake.

Section 3

Any organization desiring recognition must be part of a national body.

Section 4

The name and roster of the fraternities and sororities recognized by the University shall be published on the Office of Student Engagement Website each semester.

Section 5

Each fraternity and sorority shall be represented on the National Pan-Hellenic Council unless suspended by the University and/or its National Organization.

Article II. Functions of the Advisor(s)

Section 1

Each fraternity and sorority shall have at least one (1) on-campus faculty or staff advisors chosen from the active membership of the particular fraternity or sorority, and one adviser from the advising graduate chapter, unless otherwise approved by the Office of Student Engagement.

Verification of the graduate, regional, or state representative of the fraternity or sorority who is responsible for advisement of the chapter must be provided in writing by the appropriate graduate, state, or regional representative at the beginning of each semester.

Section 2

All advisors shall be members of the Fisk University NPHC unless otherwise approved by the Office of Student Engagement.

Section 3

At least one of the advisors is required to attend NPHC meetings. Failure to attend two or more meetings without prior written approval from the Office of Student Engagement will result in the suspension of the organization for a semester. Supporting documentation must be provided to receive approval to miss a scheduled NPHC.

Section 4

At least one of the advisors is required to attend all events, activities, programs, etc. on or off-campus sponsored or participated by their organization. Failure in an advisor(s) attendance at an event(s) will result in immediate cancellation of the event and could result in other disciplinary actions. All events must have supporting documentation and approved by advisor(s) and the Office of Student Engagement.

Section 5

The advisor(s) is required to obtain and provide all semester grade reports to the Office of Student Engagement at the end of each semester for the purpose of monitoring academic progress of each organization.

Article III. Requirement For University Membership

Section 1

In order to be considered for membership in a Greek Organization, the student must meet the following University requirements:

- A. Have been enrolled at Fisk University two semesters.
- B. Have completed at least thirty-one (31) semester hours.
- C. Have a grade point average of at least 2.75 during the preceding semester, as well as a cumulative average of at least 2.75.
- D. Not be on academic and/or disciplinary probation and be in good financial standing.
- E. Transfer students must be in registered at Fisk University for at least two semesters prior to membership.

Section 2

A member of a fraternity or sorority who fails to maintain at least a 2.75 grade point average on a per-semester and cumulative basis is not in good standing and will not be recognized as active or allowed to participate in University activities related to Greek Letter Organizations.

Section 3

It is understood that these policies are minimal and that the national or local body may set higher requirements for a chapter.

Section 4

Each fraternity and sorority shall furnish the Office of Student Engagement and the National

Pan-Hellenic Council a complete roster of members and officers of the Fisk chapter at the beginning of each semester.

Article IV. General Regulations

Section 1

The University strictly prohibits and expressly denounces the practice of hazing in any form at any time. See Article VI.

Section 2

Organizations and members are prohibited from requiring applicants to make gifts to any organization or to any individual. See Article VI.

Section 3

All official University functions shall take precedence over fraternity or sorority activities in the scheduling of University space.

Section 4

Meetings of fraternities or sororities may not be held during class hours.

Section 5

No student may participate in the intake process unless the Office of Student Engagement has cleared his or her name.

Section 6

The required chapter grade point average for each fraternity and sorority is at least a 2.75. If the average falls below this standard for one semester, the fraternity or sorority shall be suspended automatically until the chapter average returns above a 2.75. An average of two successive semesters below this standard shall result in the fraternity or sorority chapter being suspended for one year.

Section 7

The previous semester average for each fraternity and sorority will be on file in the Office of Student Engagement by the second week of each semester.

Article V. Policies And Procedures

Membership Intake Program

In February 1990, the eight (8) historically Black Greek-letter organizations agreed to eliminate “pledging” as a prerequisite for membership, effective September 1990. Fisk University supports this historical decision.

1. There shall be no “pledge” or “pre-pledge” process in any of the constituent organizations comprising the National Pan Hellenic Council.
2. Each organization shall develop its own membership intake process/program, which shall be limited to the National approved program, which may or may not include:
 - (a) An Interest Activity (tea, rush, get-to-together, etc.).
 - (b) Conducting an application process/evaluation.
 - (c) Conducting a membership induction/initiation ceremony, that will take no longer than the designated national process.

3. Membership recruitment is limited to an acceptable process/program signed by the organization president, advisors and approved by the Office of Student Engagement.
4. Verification of academic and citizenship eligibility by the Office of Student Engagement is required prior to an invitation to be considered for membership.
5. Membership intake is limited to once per academic year, either during the Fall or Spring semester unless written permission is granted by the Office of Student Engagement. Fall semester intake must be completed one week prior to Thanksgiving. Membership intake conducted during the Spring semester must be completed prior to Spring Recess or must start following Spring Recess and be completed prior to the start of final examinations each year.
6. "Pledge clubs" or "interest groups" are strictly prohibited.
7. There will be no "pledge lines or pledge activities" of any type in association with membership recruitment (i.e. dress-alike, walk in lines, eating together, etc.) at any time.
8. All activities related to the membership intake process will be held on-campus unless the Office of Student Engagement grants prior approval.
9. No Membership Intake process/program will take place during Greek Weeks without the prior approval of the Office of Student Engagement.
10. Little sister and little brother groups are strictly prohibited.

Article VI. Statement Of Policy On Hazing

A. PURPOSE

It is the responsibility of all student organizations to encourage an atmosphere of learning, social responsibility, and respect for human dignity and to provide positive influence and constructive development for members and aspiring members. "Hazing" is an unproductive and hazardous custom that is incongruous with this responsibility and has no place in university life, either on or off-campus.

The purpose of this policy is to define hazing and provide guidelines which student organizations and their members must follow.

B. PROHIBITION AND SANCTIONS

Hazing as defined in this handbook is prohibited:

1. An organization found to be in violation of this policy will lose its status as recognized student organizations of the University for mandatory minimum of five (5) years; and
2. Individual members who are found to be in violation of this policy are in violation of the Student Judicial Code and may be disciplined in accordance with the University's disciplinary procedures; and
3. By law, Pledging/Hazing is illegal at Fisk University or any campus or higher education institution in Tennessee and is a crime punishable as a felony pursuant to Tennessee Code Annotated §49-7-123.

C. DEFINITION OF HAZING:

The word Hazing is defined as any intentional action taken, activity required, or situation created, however communicated, involving or resulting in abusive physical contact, mental harassment, excessive mental or physical discomfort and/or embarrassment to any individual. This policy applies to activities which take place on or off the campus so long as they take

place in the name of the organization involved.

Under the Tennessee Hazing Law, (*Tennessee Code Annotated §49-7-123*) hazing is defined as follows:

(a) As used in this section, unless the context otherwise requires:

(1) “Hazing” means any intentional or reckless act in Tennessee on or off the property of any higher education institution by one (1) student acting alone or with others which is directed against any other student, that endangers the mental or physical health or safety of that student, or which induces or coerces a student to endanger such student’s mental or physical health or safety. “Hazing” does not include customary athletic events or similar contests or competitions, and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization; and

(2) “Higher education institution” means a public or private college, community college or university.

(b) Each higher education institution shall adopt a written policy prohibiting hazing by any student or organization operating under the sanction of the institution. The policy shall be distributed or made available to each student at the beginning of each school year. Time shall be set aside during orientation to specifically discuss the policy and its ramifications as a criminal offense and the institutional penalties that may be imposed by the higher education institution.

The following non-exhaustive list of examples outlines conduct or behavior which might constitute hazing:

1. Paddling;
2. Requiring or compelling exercise and calisthenics, favors, or requiring the spending of money;
3. Road trips (involuntary or voluntary excursions);
4. Requiring or compelling exposure to unreasonable elements;
5. Requiring or compelling activities creating work, duties, detention, or any duties which impair academic efforts;
6. Requiring or compelling favors, or requiring the spending of money in any way;
7. Verbal harassment;
8. Requiring or compelling the wearing in public of apparel which is not in good taste; and
9. Requiring the forced consumption of any liquid or solid substance, alcohol or drugs, or the forced inhalation or any substance.

E. RESPONSIBILITY

The Dean of Student Engagement, or designated representative, is the University Official who has primary responsibility for administering this policy. **Any incident of hazing must be reported to the Office of Student Engagement, or designated representative.**