## Kenyon College Definition of Hazing

The College will not tolerate hazing on the part of any individual, organization, or group. Hazing is defined as any action or situation, regardless of intention, whether on or off Kenyon premises, that results in or has the potential of resulting in physical, mental, or emotional harm, discomfort, or distress to a group’s members or prospective members. Furthermore, being a member or prospective member of any student organization, group, sports team, or activity does not provide for, allow, or tolerate any of the following: personal servitude; tests of physical endurance; kidnapping, transporting, or stranding anyone; private or public humiliation; loss of personal dignity or self-worth; lowering of one’s personal standards; alcohol abuse; academic dishonesty; violations of federal, state, or local laws. The College will treat the hazing action of even one member of a group as constituting hazing by the group. Individuals or groups believed to be in violation of this policy will be subject to Kenyon disciplinary action. Individuals who are found to be responsible for hazing face sanctions up to and including suspension or dismissal from the College. Groups or organizations found to be responsible for violations of this policy face sanctions up to and including suspension, dismissal, or removal of their recognition by Kenyon. Individual officers of a group are subject to sanctions up to and including suspension or dismissal from the College for allowing such violations to occur.

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*Each state and organization should also have its own definition of hazing available through the Student Activities Office. The chapter must comply with this policy as well as that of Kenyon College.*

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### Necessary pledge education program components

For a written program to be certified 100% positive, it must contain all items listed below. Please place an X next to each item that is missing from the written program.

- A calendar of pledge program activities including date, time, and location for all events
- A written description of all pledge class events and activities
- Scheduled interaction between the pledge class, educator and pledge education advisor
- A set of written pledge expectations and education on member expectations
- Positive and purposeful brother/sisterhood building and leadership development activities
- Education on the values and principles of the organization
- Education on the history of the organization
- Education on the local history of the chapter
- Education on the songs of the organization
- Education on the Risk Management Policy of the organization/College
- A component of service to the community or college
- A component involving alumni to reinforce the obligations and benefits of lifelong membership
- Pledge class academic standards and an academic assistance plan
- Training or overview of the chapter’s operations and officer responsibilities
- Training or education on effective values-based recruitment practices
- A method of pledge class accountability that is 100% positive
- Written tests over material that the pledge class is responsible for knowing
- 100% positive initiation week that is fully documented
- All rituals of the organization and complementary ritual reviews
- Post-initiation ritual review

### Total number of missing components

*These items must be identifiable in the written program and easily understood by the reader (dates and locations of events are also necessary).*
Common red flags of the pledging process

*If the written program contains any of these items, it cannot be certified as 100% positive. Please place an X next to each “red flag” item the chapter includes in the written program.*

- Line-ups
- Alcohol or drugs in the pledging process
- Physical abuse or calisthenics
- Servitude in the form of
  - Cleaning sessions involving only pledge class members
  - Designated driver programs manned entirely by the pledge class
  - Kitchen or dish duty that is done completely by the pledge class
  - Phone duty manned entirely by the pledge class
- Interview processes that require a service or interrogation for a signature
- “Projects” that take an inordinate amount of time and lack purpose
- Scavenger hunts, kidnapping activities or mandatory road trips
- Unnecessary requirements or rules such as
  - Pledges must always be together
  - Mandatory residence at an active member’s house during initiation week
  - Carrying unusual items for no apparent reason (condoms, matchbooks etc.)
  - Unnecessary duties such as wake-up calls, flag raising, brother errands
  - Standing up when a brother/sister enters a room
  - Recitation of a quote or phrase upon demand
  - Entering or exiting the chapter house through specific doors
  - Specific and unnecessary ways to greet actives
- The use of derogatory terms for members of the pledge class
- Activities requiring conspicuous or inappropriate dress (dresses, wigs, etc.)
- Contrived situations that belittle, demean or are dishonest
- Activities requiring sleep deprivation or encouraging unusual hours that jeopardize the academic performance or normal functioning of a pledge class member
- Activities listed in name only that do not contain the description and/or purpose of the activity

**Total number of “red flag” activities**

*Action plans will be developed with the chapter to address all items “red flags”.*

Telltale signs of hazing – unwritten indicators

- Initiation rate below 85% of the total men/women pledged
- Pledge class GPA below the all-new member average
- Activities occur that are not documented in the written pledge program
- The division/lodge/acland is only clean when there are pledges
- The chapter performs additional “rituals” that are not included in the organization’s ritual book

*These items should be recorded in the evaluation and noted for further evaluations.*