

Introduction and Purpose

New Member Education (NME) activities must adhere to all state and local laws and Ursinus College policies. Please pay particular attention to the following sections of the 2019-2020 Student Handbook: "Student Conduct," "Greek Life," "Alcohol Policy," "Illegal Drugs," and "Noise Regulations." All NME activities must be approved by the Leadership Development & Student Activities Office. NME activities must conform to the Pennsylvania Anti-Hazing Statute. Each member and potential new member will be required to sign a document indicating that he/she understands the anti-hazing statute.

Guidelines and Procedures

1. NME plans must be submitted electronically to Todd McKinney by Tuesday, September 10th at noon. Detailed plans must include times, locations, dates, and an in-depth description of the activities for each evening. Each activity must include a statement of purpose.
2. In order to participate in NME, each organization must have a faculty or staff advisor. The advisor must be a full-time Ursinus employee. Advisors will: a) Have frequent and consistent contact with the organization concerning all aspects of the fraternity or sorority's activities. b) Approve and sign the NME plan.
3. All members of each organization must also sign an anti-hazing agreement via electronic means before commencement of NME (Thursday, September 19th). Failure by any member of the organization to adhere to this statement (i.e. breaking the hazing agreement) may result in the immediate suspension of all members of the organization and the new member class. The suspension may entail immediate removal from campus of all students in the organization until a determination is made regarding the violation or incident
4. If charges of hazing are reported to any college official, the NME activities for the group in question may immediately be suspended, pending an investigation. Loss of time or activities will not be made up during NME, and the college may require an abbreviated plan be followed for the remainder of the NME period.
5. New Member Education will normally consist of at least 4 "weeks" of education spread over eight calendar weeks during the fall semester, chosen by the Leadership Development & Student Activities Office. New member education activities can take place seven days a week but are limited to twenty hours per week. Any changes to the New Member Education plan must be sent to the Leadership Development & Student Activities email account (studentactivities@ursinus.edu) as soon as possible. Activities are permitted at the following times: Monday – Friday: 5pm - 11pm. Saturday – Sunday: Any hours between 7am – 11pm. Meals & breaks are required for extended sessions.
6. Due to the fall break and homecoming, the weeks are broken down as follows. You may only complete up to 80 hours of New Member Education. This means that you can complete this process in 4 weeks. There is a 20 hour a week cap on New Member Education with the above mentioned hours in consideration. New Member Education must be completed by Sunday, November 10th with no more than 10 hours per week over an 8 week period.

7. No group activities associated with new member education will be permitted outside of these days/hours. If the organization wishes to hold a campus event at another day/time other than that specified, e.g. a community service project – prior permission must be granted by the Leadership Development & Student Activities Office.

Academic Information

1. Each new member educator must have a cumulative GPA of at least 2.5 and be a full time student at Ursinus College. All new member educators must be in good academic and disciplinary standing with the College.

2. In order to participate in NME, a student must: a) Be a full-time student at Ursinus College b) Have completed at least 24 credits at Ursinus College prior to the start of NME c) Have a cumulative grade point average of 2.33 d) Be in good standing with the College.

3. If the mean GPA of a fraternity/sorority's new member class is below 2.33 for the semester of new member education, that fraternity/sorority will be placed on social probation for the following semester. Each fraternity/sorority new member education plan must include provisions for assisting a new brother/sister whose GPA drops below 2.0 during the semester in which new member education occurs.

4. Academic performance of the new member education class must take priority over any new member activity. No new member activity may be scheduled which conflicts with a new members academic commitment or performance.

Student Development

1. NME activities should insure that the new members are empowered. Any activity, which includes fraternity/sorority members giving "orders" or "requests" which new members must "obey", will not be permitted. A NME program may establish specific "objectives" (making of banners, completion of scavenger hunt, learning fraternity/sorority songs, preparation of skits, etc.), which the new member class organizes itself to "attain."

2. All activities including "new member work" which may include but not be limited to the making of crafts, paddles, learning songs – must be completed during approved NME hours during the eight week period. No NME activities may take place outside of the allotted time period each day.

3. Traditions that are not educational or healthy (i.e., yelling at or harassing behaviors) will not be tolerated. New Member Educators are not to instill fear, intimidation, or anxiety into a new member. Sleep deprivation and the lack of social contact with friends or members of the opposite sex are deemed inappropriate behaviors.

4. New members may not be required to do favors or tasks for members including: buying food or cigarettes, running errands, providing shuttle services, and/or providing entertainment in the form of public demonstrations. New members are not in the process to be treated as servants or second class citizens by the membership of an organization. The purpose of new member education is to allow for the learning of the history, values, and high moral/ethical ideals of the organization.

New Member Education Regulations

1. The following items are NOT permitted during New Member Education activities:

a) Alcohol. This includes new members and current brothers and sisters.

b) "Fake" new member educators. All new member educators must participate in NME training and must be present during bid signing.

c) Off-campus activities. All NME activities must take place on campus. Groups may request in writing an exception to go "off campus" for an activity or event. The exception must be educational and have merit such as a community service event. Activities may not be held at member or alumni homes. Off-campus events should be public in nature and, if possible, have a third party associated with the event (i.e., charity run or walk).

d) Profanity or derogatory references to under-represented persons or groups. This includes, but is not limited to: ethnicity, sex, race, sexual orientation, gender identity, or religion.

e) Meal time lineups/performances. New members may not be required to serve brothers/sisters, eat in unison, or act out skits/sing songs.

f) Food/Foreign Substances. At no time shall the new members be directed or asked to eat or drink anything. No activity involving food or any foreign substances being placed in or on a new member will be permitted.

g) Drops. New members may not be taken off-campus and left without money, ID, and/or transportation back to campus.

h) Uniforms. New members may not be made to wear any attire that makes the person stand out in a way that causes embarrassment or humiliation. Each new member education plan will specifically describe any items that new members may wear or carry as a part of new member education.

i) Dangerous and/or strenuous activities. If any physical activity is included (games, hikes, etc.), the physical limitations of each new member must be considered. Activities involving a higher-than-usual likelihood of injury should not be conducted. j) Public line-ups and/or wall shows.

2. NME activities (singing or noise at the beginning of formal rush, giving out bids, etc.) may not violate normal noise regulations.

3. Combined organization activities (i.e., fraternity/sorority) are prohibited.

4. New Member Educators must ensure that all campus areas are clean and trash free at the conclusion of an NME activity.

5. To avoid the possibility of embarrassment or ridicule, private performances of songs, skits, etc. by new members must be carefully planned by the new member class, new member educators and the Leadership Development & Student Activities Office. These performances may include both traditional and original material. Performances (a) must be controlled by the new member class, and (b) must be

designed to use the varied talents of each new member, without requiring any new member to be embarrassed or demeaned in any way.

6. Ursinus faculty and staff may enter a new member education activity at any time. Groups may not bar access to Resident Advisors or Campus Safety Officers in the performance of their duties.

Alumni/Alumnae

Alumni/Alumnae Fraternity and sorority alumni may not be involved in NME activities. New members may not be present at Alumni functions held off campus during the NME period. If a group wishes to discuss a certain event or activity concerning Alumni interaction with the new member class, it must be done prior to the beginning of the new member education period. Exceptions are permitted only with written approval from the Associate Dean of Students/Director of Leadership Development & Student Activities. Violation of this policy will cause immediate termination of the organization's new member class and the President and New Member Educators may face judicial action.

Greek Advocate

During the new member education period each organization will select a Greek Advocate to assist new members in addressing concerns during the NME process. The advocate will make time available to meet with new members who may have concerns regarding activities, events, or actions of the organizations or its members. The Leadership Development & Student Activities Office will serve as a safe space for the advocate to meet with any student from his/her organization – this interaction and any information will be held in confidence and may only be shared with the organization and members of the student life staff if a severe violation of the state, local laws, or college policy. Medical/Academic Concerns Students who are unable to finish new member education due to illness/injury, athletic or academic concerns must be offered membership in the organization that they have chosen. Every attempt should be made by the organization to assist the new member with fulfilling the requirements of membership. A decision to deny membership must be approved by the Leadership Development and Student Activities Office.