



Document # <b>SP-BB-008</b>	Title: <b>DSP-BB Hazing Avoidance SOP</b>	Print Date:
Revision # <b>1.0</b>	Prepared By: <b>Tom Tisone</b>	Date Prepared: <b>11/24/2018</b>
Effective Date:	Approved By: <i>[Signature]</i> <b>Sam Vlasak</b> Active Chapter President	Date Approved: <b>12/8/2018</b>
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**Policy:** This Procedure is intended to define behaviors that will lead to elimination of hazing in compliance with the ideals of Delta Sigma Phi and state and federal law.

**Purpose:** The objective of the Procedure is to provide new members of the chapter a method to anonymously report hazing episodes so that corrective action can be taken.

**Scope:** This procedure shall apply to all members.

**Ownership:** The Alumni Corporation Board President owns this procedure.

**Responsibilities:**

- 1) The Standards Board, led by the Sergeant-at-Arms, shall ensure all members follow all provisions of the SOP terms.

**Definitions:**

- 1) ACB means Alumni Corporation Board.
- 2) Member means all active and new members of the fraternity whether living in-house or out-of-house.



- 3) Standards Board is defined as the operating body that has responsibility of holding members accountable for their actions in a way that maintains the standards of Delta Sigma Phi while redirecting these actions in an a positive and educational way.
- 4) Hazing, as defined by Missouri law, means a willful act, occurring on or off the campus of an educational institution, directed against a student or a prospective member of an organization operating under the sanction of an educational institution, that recklessly endangers the mental or physical health or safety of a student or prospective member for the purpose of initiation or admission into or continued membership in any such organization to the extent that such person is knowingly placed at probable risk of the loss of life or probable bodily or psychological harm. Acts of hazing shall include:
  - (a) Any activity which recklessly endangers the physical health or safety of the student or prospective member, including but not limited to physical brutality, whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug or other substance or forced smoking or chewing of tobacco products; or
  - (b) Any activity which recklessly endangers the mental health of the student or prospective member, including but not limited to sleep deprivation, physical confinement, or other extreme stress-inducing activity; or
  - (c) Any activity that requires the student or prospective member to perform a duty or task which involves a violation of the criminal laws of this state or the policy of the fraternity.
  - (d) Consent is not a defense to hazing.
  - (e) The offense of hazing is a class A misdemeanor, unless the act creates a substantial risk to the life of the student or prospective member, in which case it is a class D felony.
- 5) Hazing, as defined by the University of Missouri, has 3 categories:
  - a) Subtle - Behaviors that emphasize a power imbalance between new members and active or existing members.
  - b) Harassment - Behaviors that confuse, frustrate, and/or cause undue stress to some members are considered harassment hazing.
  - c) Violent - Behaviors that have the potential to cause physical and/or emotional harm.
- 6) The following illustrations of hazing are for example only, are not inclusive, and do not supersede Definitions 3 and/or 4. Requiring a New Member (NM) to:
  - a) Eat, smoke, drink or otherwise consume any item.
  - b) Be denied in any way from sleeping or forced to sleep in uncomfortable conditions.
  - c) Perform physically in any way the NM does not wish.
  - d) Buy or otherwise provide anything to any active or other person.
  - e) Be blindfolded in any manner or otherwise physically restrained except as in accordance with national fraternity specifications.
  - f) Be assigned "Safe Driver" duty.



- g) Be forced to be in any position except comfortably sitting or standing during any type of NM activity.
- 7) The following are examples of activities not considered hazing:
- a) Required study periods of reasonable duration.
  - b) Participation in the Academic Mentor Program when conducted without harassment.
  - c) NM education conducted without harassment.
  - d) House duties when performed by substantially equal numbers of NMs and Actives without discrimination by duty.
  - e) Wearing coat & tie to meals, classes, or other functions when worn by substantially equal numbers of NMs and Actives.

**Procedure:**

**A. PROCESS**

- a) In the event that hazing of any type occurs and is not immediately stopped by responsible Active Members of the chapter, those subjected to hazing shall notify the Alumni Corporation Board via, at their option, anonymous e-mail or by non-anonymous text or voice communication. ACB contact information can be found [here](#).
- b) All hazing claims that are brought to the standards Board will be reported to the Beta Beta ACB for review and feedback.
- c) All hazing claims will be adjudicated within a week (7 business days) to allow for information gathering by the standards board, e-board and ACB. The standard boards and or e-board will apprise the ACB of the hearing results immediately following a decision.
- d) The new member shall use [Guerilla Mail](#) (or a similar service) to send an e-mail to <mailto:dspbbhazing@gmail.com>. The e-mail (or other form of communication) should include the date(s), time (or time period), description of the hazing event(s), number of New Members hazed, and (optionally) the name(s) of the hazing perpetrators.

**B. PROVISIONS**

- a) The ACB President shall begin an investigation into the alleged hazing incident or direct the active chapter e-board and or standards Board to conduct an investigation.
- b) The results of the investigation shall be presented to the ACB at a regular or special meeting.
- c) For hazing violations described by paragraph 4.a (Subtle Hazing), the ACB shall consider the evidence presented and vote on the punishment for culpable individuals in accordance



with SOP-007, "Behavior Standard Operating Procedure". The criteria for determining culpability shall be preponderance of evidence.

- d) For hazing violations described by paragraph 4.b or 4.c (Harassment or Violent Hazing), the ACB shall consider the evidence presented and hold an expulsion vote. The criteria for determining culpability shall be preponderance of evidence.
- e) Actives, who are found culpable but not expelled, shall not be allowed to participate in new member retention votes. All other Active Members shall not prejudice their retention votes based on use of this hazing SOP. The ACB retains the right to overrule any retention vote suspected of prejudicial behavior by the Active Members.

### **C. REMEDIAL ACTIONS**

- a) Remedial actions are described for those found guilty of hazing are described in SOP-006, "Suspension Standard Operating Procedure".



**E. AFTER ACTION REPORT:**

- 1) Within one week of the end of each semester, the Active Chapter President shall arrange a teleconference or meeting with the Chapter Advisor and a minimum of three (3) ACB members. During that teleconference, a written log of lessons learned regarding this Procedure shall be created and used to further improve this process.
- 2) The Active Chapter President shall publish the After Action Report within 30 days.



**EFFECTIVENESS CRITERIA:**

- All Members have followed this procedure.

**SCHEDULE:**

- Schedule information is embedded in the text of this SOP.

**REVISION HISTORY:**

Revision	Date	Description of changes	Requested By
0.0	[Date]	Initial Release	
1.0	12/8/2018	Primary changes include incorporating the Standards Board into the process.	