

**Interfraternity Council Code of Conduct for New Member Education  
University of North Carolina at Chapel Hill**

The Interfraternity Council (the “Council”) and its member fraternities recognize that academics are and should be the foremost priority of a college student, and that a student’s pledge semester should be no different. We believe that obligations to fraternity are secondary to scholastic responsibilities. The fraternities of the Council are committed to excellence in all things and believe that it is the responsibility of each fraternity to create a comfortable and nourishing environment that fosters outstanding achievement, academic and otherwise.

The Council believes that hazing and other conduct and practices that demean, subjugate, restrain, or otherwise unduly interfere with the prospective member’s ability to fully meet all of his academic responsibilities and to participate in other campus activities are inappropriate and unacceptable. It is the goal of the Council to eliminate this conduct altogether. Both the State of North Carolina in its criminal statutes and the University in The Code of Student Conduct define Hazing for purposes of criminal prosecution and Honor Court proceedings, respectively. Nothing herein is intended to expand, modify or limit those definitions or the possibility that individuals or organizations might be subject to proceedings in those courts whenever such actions might be appropriate. Some items on the list that follows are clearly hazing, some might be hazing under one or both of the referred to definitions, and some are not hazing under either definition.

However, all are unacceptable, and it is the intent of this Council to eliminate these behaviors and practices from the pledge education process at all of its member fraternities. Therefore, the Council and its member fraternities do hereby adopt the following Code of Conduct (the “Code”). This Code creates a set of standards to be upheld and embraced by the fraternity community and to be enforced by the Greek Judicial Board and by the Council. The Council seeks, through the Code, to establish an internal set of acceptable behaviors in addition to and in no way superceding any existing University, state, or national law. The Greek Judicial Board will review alleged individual and group violations for possible remedial action. Neither the Council nor the Greek Judicial Board is an administrative unit of the University of North Carolina.

The Code defines unacceptable conduct as placing a pledge in any situation that subjects him to real or perceived physical or mental discomfort, or which otherwise interferes with his ability to meet all of his academic and other campus responsibilities. Violations include conduct by an individual or a group, and whether on or off fraternity premises. Every fraternity, its individual members, and its elected officers have an active duty to prevent such conduct and shall be responsible under the Code for the actions of all individuals in their chapter. Examples of unacceptable conduct include, but are not limited to, the following:

- Paddling, whipping, beating, branding, and exposure to any form of physical duress
- Forced consumption of any food, liquor, drug, or other substance
- Forced existence in unsanitary conditions
- Deprivation of sleep – pledges may not be required to participate in any activity or perform any duty that would prevent them from having the opportunity to have at least

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seven hours of uninterrupted sleep each night during normal sleeping hours [between midnight and 9:00 AM].

- “Summoning” or “tapping” a pledge to come to the house at any time that would conflict with the foregoing time limits or which might interfere with any academic responsibility or other scheduled activity.
- Restriction of a pledge’s freedom to leave the house, except while performing specific chapter approved activities.
- Road trips lacking any purpose, including trips on which pledges are abandoned and left to find their way back; road trips that are planned and approved in advance by the Chapter Advisor and which serve a constructive purpose in the life of the chapter are excepted from this prohibition.
- Intentionally creating a mess that the pledge is required to clean
- Verbal harassment of any kind, including yelling, screaming, or calling degrading names
- Malicious Threats to withdraw membership or to delay initiation.
- Calisthenics or other activities that include extreme physical exertion
- Assigning tasks such as theft, vandalism, harassment, or any other illegal activity
- Not allowing pledges to eat, shower, shave, change clothes, etc. on a normal schedule
- Kidnapping or other similar pranks whether by brothers against pledges or vice versa
- Any action or conduct that might cause, intentional or unintentional, public embarrassment
- Any rule that places the pledge in a subservient role, i.e. not allowing pledges to enter through a door or sit on furniture
- Allowing any member to require or request that a pledge perform any act of personal servitude including without limitation cleaning personal living quarters, running personal errands of any kind, or otherwise performing any task, chore or activity of any kind for sole benefit of one or more members of the chapter or any friend or associate of a member; provided that pledges may be required to participate in a chapter’s designated driver program on a reasonable basis, subject to the approval of the Chapter Advisor.
- Allowing any non-member to engage in any of the aforementioned activities with a pledge

In all cases where the terms “forced” or “require” or the like appear in this list, they shall be construed to include any request or suggestion that a pledge engage in such activities whenever such actions are part of the pledging relationship and the fulfillment of such actions is connected in any way to continued membership or as a prerequisite for initiation, even though the pledge and the brother might characterize the pledge’s actions as voluntary. It is the intention of this Code to give the broadest possible meaning to the terms “forced” and “require(d)” so that there can be no confusion that, if a pledge engages in any behavior that would be forbidden by the foregoing list, then it will be presumed that such behavior was coerced as a part of the pledging experience and the chapter and any of its members who are involved will be held responsible.

The Council believes that it is the responsibility of individuals to report any questionable activities that might be considered unacceptable conduct. We believe that every pledge and every brother has an obligation to act when he sees or experiences any form of hazing or other

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unacceptable conduct as described above. The Council also recognizes that reporting such conduct places a pledge in an uncomfortable situation. For this reason, we believe that if a pledge feels uncomfortable reporting such acts to the Office of Fraternity and Sorority Life he should have another option. In addition to the alumni advisor, we believe that the Council, particularly its president and vice president, can provide an effective alternative to address these delicate situations. Henceforth, students will be able to confidentially report violations of the Code to the senior officers of the Council and to the chapter's alumni advisor using their contact information made available on the OFSL website.

The Council believes that a student's pledge semester should be one of growth and discovery. The purpose of the pledge semester is to give a pledge a period of time during which he can learn about the history and rituals of his fraternity, and also become better acquainted with his fellow pledges and with all of the members of his chapter. It is also the hope of The Council that the active members of the chapter will serve as mentors by sharing experiences, offering advice, monitoring the study habits and academic achievements of the new members. The Council believes that hazing and other unacceptable conduct as described herein in no way contribute to a positive pledging experience. We therefore believe that such conduct has no place in the pledging and initiation programs of our fraternities.

In addition to the foregoing, every IFC Fraternity and every member of each such Fraternity agrees to the following additional requirements:

- 1 Every Fraternity shall have one or more Chapter Advisors who may be faculty members, officers of the chapter's housing corporation, or responsible alumni of the chapter and/or its national Fraternity.
- 2 Every member of every IFC Fraternity and every person who becomes a pledge of any such Fraternity shall read and be familiar with this Code, and every active member and pledge shall sign a statement at the beginning of the pledge education period that they will comply in all respects with this Code throughout the pledge education period. Due in the OFSL by no later than the Friday following the issuance of bids.
- 3 No pledge will be required to devote an excessive amount of time to pledging activities on either a daily or weekly basis.
- 4 Every pledge shall be required to attend at least eight hours of study hall each week, which must be attended and supervised by one or more members of the Chapter,(the schedule detailing when and where shall be turned into OFSL and checked randomly throughout the pledge period) and shall be required to keep the Chapter informed of his class attendance and academic progress throughout the pledge education period.
- 5 Every chapter shall endeavor to ensure by all reasonable means that its pledge class will achieve a grade point average of at least 2.75, and any Chapter whose pledge class falls below a 2.75 gpa shall be required to submit a written report to the Council explaining the deficiency and proposing actions that it intends to take to ensure that it will achieve the goal in subsequent semesters. The Council may issue a warning or may impose a sanction on the chapter which might include a fine, social probation, or in the case of a chronically deficient chapter, the loss of recruitment privileges for one semester.
- 6 A Chapter Advisor shall be informed of any and all trips to be taken by pledges and must approve in advance the trip and the travel arrangements. A Chapter Advisor shall be

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- informed of any and all chores, work, and/or projects to be undertaken by pledges and must approve in advance the activity and any schedule(s) associated with such activities.
- 7 All pledges shall be initiated within the eight week pledging period. If possible, a Chapter Advisor shall attend the initiation ceremony, and a Chapter Advisor, the chapter president, and the newly initiated members shall certify in writing to the OFSL that the pledges have been initiated, including the dated of the initiation ceremony and the names of all pledges who were initiated. If any pledge is not initiated, a written explanation of the circumstances will also be provided.
- 8 No individual will be required to engage in any pledge education activities after the end of the eight week pledging period.
- 9 Any false statement made in any written certification required by this Code or in any false statements made during an official investigation may be deemed to be a violation of the Honor Code/Campus Code and may be prosecuted as such.

Approved and adopted by the Interfraternity Council of the University of North Carolina, March, 2004.

I \_\_\_\_\_ (print name) of \_\_\_\_\_ (print chapter name) chapter do hereby acknowledge that I have read, understand, and agree to abide by the New Member Code of Conduct.

Signed \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_