Fraternity & Sorority Life
Keene State College
New Member Contract
To be completed by every new member and returned to the Office of Student Involvement, Student Center Suite 341, MS 3003, prior to a new member education process beginning to ensure affiliation eligibility.

We, the proud members of ________________ recognize that we have certain responsibilities to those who look to join our chapter. We, therefore, provide a new member education program which is constructive, positive, and progressive. Our ultimate goal is to educate new members to effectively carry out their responsibilities to our chapter, the entire Fraternity & Sorority Life community, and Keene State College. New member education should be a positive experience that upon completion has prepared a student to be an active leader within his or her fraternity or sorority.

All new members of this organization are given a copy of this contract. They are also informed of their rights and responsibilities prior to making the commitment to this organization. We affirm that we will file this signed and completed contract with the Office of Student Involvement PRIOR to the beginning of our new member education program from each of our new members indicating that they have thoroughly read and fully understand the obligations set forth herein this contract. New Members must initial the bottom of each page once it has been read completely. New Members should keep the copies of their obligations (this contract), the hazing policy, the New Hampshire State Law HB 565, Administrative Procedures, and the Contact List.

**Only page seven (7) should be returned to the Office of Student Involvement, Student Center 3rd floor**

Obligations of the New Member

I. Scholarship and Activities
   A. In addition to normal study time, new members are guaranteed a minimum of three hours of totally undisturbed study time each day, Sunday through Thursday evenings ending no later than 11:30 P.M.
   B. Good scholastic achievement is encouraged – a 2.5 minimum cumulative GPA and a minimum of 12 completed Keene State College credit hours are required to affiliate with a Greek-letter organization at Keene State College (with the exception of transfer students – transfer students should refer to the ‘New Member Practices’ section under the ‘Community Standards’ tab of the Fraternity & Sorority Life website for recruitment policies specific to transfer students).
   C. Daily class attendance is required of all new members.
   D. Members are encouraged to participate in co-curricular activities.
   E. Any behavior that reflects badly on a Greek-letter organization, the Fraternity & Sorority Life community, or Keene State College is discouraged; and may result in disciplinary action.

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II. Fraternity & Sorority Life and KSC
   A. New Members are required to become familiar with their chapter history and the entire Fraternity & Sorority community at Keene State College, including history, customs, and procedures.
   B. A system of new member counseling, both personal and academic, is maintained by the members of our organization and by referral to appropriate professional staff members of Keene State College.
   C. A New Member education program that is both positive and progressive in its aim and operation is the goal of our organization. We prohibit and will not tolerate anti-discrimination practices in relation to race, color, religion, national origin, age, sexual orientation, disability, or veteran’s status. Every new member will read and become familiar with the KSC hazing policy which follows.

Keene State College
Hazing Policy

Student Organizations have the potential and unique opportunity to contribute significantly to a student’s intellectual and personal development and understanding of the very nature of “community.” In keeping with its commitment to a positive academic environment, Keene State College unconditionally opposes any situation created intentionally to produce mental or physical discomfort, embarrassment, harassment, or ridicule or would be deemed by a reasonable person to create the effect of intimation, demeaning treatment, and/or humiliation.

Hazing is a violation of the College’s Code of Student Conduct.
Effective January 1, 1994, hazing became illegal in the state of New Hampshire.

Below outlines the entire Keene State College Hazing Policy, as found in the Student Handbook.

In essence, hazing is defined as any public or private inducement that causes a prospective or current member of any student organization, team, or club mental or physical humiliation, harm, embarrassment, or ridicule, or has a profound negative impact on a student’s academic, social, or work-related function. Hazing shall include, but not be limited to, the following examples:

- Physical hazing - “that which is physically harmful or humiliating to the individual”
- Paddling, hitting, or physical abuse toward a new member
- Nudity
- The eating of spoiled/repulsive foods and/or non-food substances, as well as anything the individual refuses to eat
- Exposure to outside elements without proper dress
- Exercise beyond the physical limits of the individual, such as running over long distances, calisthenics, and so forth
- Forced consumption of alcohol or drugs
- Branding

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• Bondage that prevents use of limbs
• Requests to perform any illegal acts (those contrary to local, state, or federal laws and ordinances), such as defacing public or private property, stealing, and so forth
• Excessive yelling or screaming
• Permitting less than six hours of continuous sleep
• Participating in any activity that the full members will not do
• Psychological hazing - “that which compromises the personal dignity of an individual causing personal embarrassment or shame; causing the individual to be the object of malicious amusement or ridicule; or causing an individual psychological harm or emotional strain”
• Wearing humiliating, unnatural, or binding attire on the outside or underneath a new members’ clothing
• Verbal comments that would degrade and/or embarrass new members
• Involuntary servitude or personal errands
• Derogatory references/remarks to a new member regarding family and/or friends’ health or well being
• Derogatory remarks about a member’s race, religion, or national heritage
• Any requirements which compel a member to participate in any activity which is illegal, or which is known to be contrary to an individual’s moral or religious beliefs, or which is contrary to the rules and/or regulations of the College shall be considered hazing.

Since “hazing” is contradictory to the fostering of an environment which promotes academic freedom, human dignity, the fullest possible development of the individual student, and the aspiration/attainment of the ideals of brotherhood/sisterhood, the College, through the Office of Student Involvement, has implemented appropriate administrative procedures for the Fraternity & Sorority system to ensure that the rights of students and the community are protected. Such procedures include the following:

• A new member contract is given to all new members providing information and introducing the student to the KSC hazing policy/regulations. The student will be requested to sign the contract to support the elimination of hazing practices. Each chapter president shall affirm through signature his/her compliance with the hazing policy and related education program.
• New members are guaranteed a minimum of six hours of continuous sleep each night during pre-initiation or initiation periods.
• New members are guaranteed a minimum of three hours of totally undisturbed study time Sunday through Thursday evenings, ending no later than 11:30 p.m.
• All new member activities must be shared with the advisor(s) of the respective organization.
• Greek advisors will assist chapters with workshops and consultations on alternatives to hazing.
• Fraternity and Sorority Life Advisors will assist chapters with workshops and consultations on alternatives to hazing. Additional support can be provided to chapters by reaching out to the Office of Student Involvement.
• All pre-initiation activities, whether conducted inside or outside of the confines of the chapter house, conform to the standards herein stated. All chapters’ presidents agree to uphold these procedures by virtue of being elected and accepting into the president role.
• Where applicable, the chapter house itself must be accessible at all times to those who reside within it, and to new members.
• All campus-based new member activities (e.g. singing, marching) will take place only between the hours of 4:00PM and 7:00PM Monday through Friday, unless otherwise discussed and mutually agreed upon with the Office of Student Involvement.

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NEW HAMPSHIRE STATE LAW HB 565
An act prohibiting hazing, Chapter 155
144:1 student hazing prohibited
Section 631:7 Student Hazing.

(a) “Educational institution” means any public or private high school, college, university or other secondary or postsecondary educational establishment.

(b) “Organization” means a fraternity, sorority, association, corporation, club, or service, social, or similar group, whose members are or include students operating at or in conjunction with an educational institution.

(c) “Student” means any person regularly enrolled on a full-time or part-time basis as a student in an educational institution.

(d) “Student hazing” means any act directed toward a student, or any coercion or intimidation of a student to act or to participate in or submit to any act, when:
   (1) Such act is likely or would be perceived by a reasonable person as likely to cause physical or psychological injury to any person; and
   (2) Such act is a condition of initiation into, admission into, continued membership in, or association with any organization.

II. (a) A natural person is guilty of a class B misdemeanor if such person:
   (1) Knowingly participates as actor in any student hazing, or
   (2) Being a student, knowingly submits to hazing and fails to report such hazing to law enforcement or educational institution authorities.
   (3) Is present at or otherwise has direct knowledge of any student hazing and fails to report such hazing to law enforcement or educational institution authorities.

(b) An educational institution or an organization operating at or in conjunction with an educational institution is guilty of a misdemeanor if it:
   (1) Knowingly permits or condones student hazing or
   (2) Knowingly or negligently fails to take reasonable measures within the scope of its authority to prevent student hazing, or
   (3) Fails to report to law enforcement authorities any hazing reported to it by others or of which it otherwise has knowledge.

III. The implied or express consent of any person toward whom an act of hazing is directed shall not be a defense in any action brought under this section.
Contact List
The following individuals are your best resource and support if you feel that you have been a victim of hazing, have observed an act of hazing, or simply have questions about being a new member.

For emergencies or immediate assistance:

KSC Department of Campus Safety: 603-358-2228
Emergency: 9-1-1

For general administrative policy/procedural information, and/or for reporting hazing incidents:

Jennifer Ferrell, Director of Campus Life, 603-358-2664, jferrell1@keene.edu

Fraternity & Sorority Chapter Advisors:
Lynne Andrews, Phi Sigma Sigma Advisor, 603-358-2815
Pat Hearn, Sigma Pi Advisor, 603-358-2789
Mike Gomez, Phi Lambda Chi Advisor, 603-358-4375
Jeanne Hearn, Psi Upsilon Advisor, 603-358-2357
Liz Cahoon, Delta Xi Advisor, 603-358-2269
Jennifer Ferrell, Interim Alpha Sigma Phi Advisor, 603-358-2664
Shari Bemis, Tau Kappa Epsilon Advisor, 603-358-2599
Jayme Hines, Delta Phi Epsilon Advisor, 603-358-2297

Governing Council Contacts:

Fraternities (Inter-Fraternity Council):

- Samuel Clough, President, samuel.clough@ksc.keene.edu
- Travis Thuotte, Executive Vice President, travis.thuotte@ksc.keene.edu
- George Colarullo, Vice President for Recruitment, george.colarullo@ksc.keene.edu
- Jennifer Ferrell, Advisor, jferrell1@keene.edu

Sororities (Panhellenic Council):

- Kylie Hull, President, kylie.hull@ksc.keene.edu
- Alyssa Bender, Executive Vice President, alyssa.bender@ksc.keene.edu
- Elissa Parker, Vice President for Recruitment, elissa.parker@ksc.keene.edu
- Jennifer Ferrell, Advisor, jferrell1@keene.edu
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New Member Certification

I, ____________________________ (please print) certify the following:

I have thoroughly read and fully understand my stated obligations outlined in this contract as a new member of ________________________, the Keene State College Hazing Policy, and New Hampshire State Law HB565. I acknowledge that I know who to contact should I feel that I am a victim of hazing or should I observe any act of hazing. I certify that I will be a positive and active participant in the new member education process, as well as throughout my entire time as a member of the Keene State College Fraternity and Sorority Life community.

By signing this agreement, I (the new member) give permission to have my term and cumulative GPA released to above-named organization’s Chapter Advisor, the Office of Student Involvement, and/or the national headquarters office of the chapter within which I am a member to verify that I meet the minimum requirements to go through the new member education process of the Greek-letter organization identified on page one of this contract, as well as to verify that I meet and maintain the stated GPA standards within my respective chapter. I acknowledge that if I do not meet the minimum requirements that I must withdraw from the organization’s new member education process immediately.

_____________________________ _______________________
New Member (signature) Date

_____________________________ _______________________
New Member Printed Name Local Address/MS # KSC ID#

_____________________________ _______________________
President of Greek-Letter Organization (signature) Date

_____________________________ _______________________
New Member Educator (signature) Date

_____________________________ _______________________
Chapter Advisor (signature) Date

*** This is the only page that should be returned to the Office of Student Involvement; and should not be returned until it is completed in its ENTIRETY ***

Please keep all of the other pages/information within this contract for your reference throughout the new member education process.

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