



New Member Educator's Guide Spring 2022

Instructions

Please read all materials and resources in the packet in their entirety before signing and returning.

If you will have new members this spring, you must complete the:

- Hazing Policy Compliance Form **(due by January 23)**
- Notice of New Member Class/Notice of Intake **(due by January 23)**
- New Member Education Timeline Form **(due by January 23)**
- Intake Procedures (MGC/NPHC only) **(due by January 23)**
- Roster Verification Process (completed by new members, due dates vary by council)
- Hazing Prevention Module (completed by new members, due dates vary by council)
- Orientation attendance (completed by new members, due dates vary by council)

If you will not have new members this spring, you must still complete the:

- Hazing Policy Compliance Form **(due by January 23)**
- Notice of New Member Class/Notice of Intake **(due by January 23)**

Contact your council advisor with any questions or concerns.



Fraternity and Sorority Hazing Policy Compliance Form

We certify that all activities sponsored or required by our fraternity/sorority members or aspirants/new members comply with The Florida State University Hazing Policy, the Chad Meredith Act, and Andrew's Law.

We have informed the aspirants/new members of our fraternity/sorority of the contents of The Florida State University Hazing Policy. This policy will be read to aspirants/prospective new members at the beginning of each semester of a chapter's new member education process.

Hazing will not be tolerated in The Florida State University community. No student or organization has the right to inflict physical or mental harm on a person or to demean, disgrace, or degrade a person. Hazing is prohibited and defined in section 1006.63 of the Florida Statutes, in the FSU Student Conduct Code, and in the University Hazing Policy. All forms of hazing by any university student, student organization, or employee, are expressly prohibited and serious penalties, such as separation from the university or loss of recognition by the Florida State University, may be imposed on individuals or groups found in violation of these rules.

We understand that failure to uphold the University's Hazing Policy as stated in The Florida State University Student Conduct Code may result in organizational and/or individual charges.

We understand that participation in any hazing activity or knowledge of it and taking no action to stop the hazing is in effect giving our approval to haze. We understand our responsibility to not allow members of our organization, whether graduate/alumni status or affiliated at another institution of higher education, to haze our aspirants/new members. Failure to report any such activity of which we become aware of may result in individual charges.

Our signatures below certify that we have read, understand, and agree to abide by The Florida State University Hazing Policy.

Chapter Name

Organization Name

Chapter President Name

Signature

Date

New Member Educator Name

Signature

Date



Notice of New Member Class (IFC/Panhellenic)

The officers and members of the chapter of

Will

Will Not

have a new member class during the semester of .

New Member Education Information:

Chapter Contacts

Chapter President: FSU Email: Phone:

New Member Education Officer: FSU Email:

Phone: Officer Position within the Chapter:

Chapter Advisor: Email:

Phone:

New Member Education Outline

New Member Education Begins:

Initiation Date (**no later than March 9, 2022**):

The above information is accurate and correct to the best of my knowledge. I understand that any modifications to this membership intake plan must be reported to the Fraternity and Sorority Life within 2 class days of the change. Failure to report full and accurate information may result in referral to Student Conduct and Community Standards.

Chapter President Name

Signature

Date

Chapter Advisor Name

Signature

Date



New Member Education Timeline Form

Please fill out the timeline form located at:

<https://tinyurl.com/FSLTIMELINE>

This is due at the same time as all other New Member Education Forms. Any modifications to this timeline must be reported to FSU Fraternity and Sorority Life within 2 class days of the change. You can report changes by making updates at the link above. This link is also available at our website fsl.fsu.edu under the “Current Members” and “Forms and Resources” tab.

New Member Verification

All new members will need to individually update our new member roster system via this link by the deadline established for your council:

<https://tinyurl.com/FSLRoster2021-2022>

This form will include their grade release, photo release, and confirmation of Hazing Prevention Module completion.

Hazing Prevention Module

All new members will need to complete the hazing prevention module via this link by the deadline of established for your council:

fsu.prevent.zone

They will need complete both the Hazing Prevention 101™ Course – College Edition 2021 and the Fraternity & Sorority Life (Module) 2021.



Assess the Situation

Stay calm while you determine if the situation is a true emergency. Incidents involving death, serious physical or emotional injury, or severe property damage are some of the occurrences that may be considered high priority emergency situations.

Dial 911

The first call should always be to the emergency assistance number, 911. They will assist you by contacting the FSU Police Department at 850-644-1234 regardless of the situation.

Be in Command of the Situation

- The president or highest-ranking officer present at the time of the incident needs to take charge of the situation and communicate that authority to the rest of the chapter. It is this person's responsibility to contact all needed emergency response personnel. Begin to keep a detailed record of every action you take. Document dates, times, actions taken, people involved, etc. This record will be useful in providing accurate data at a later time.
- Ask all chapter members present to halt all outgoing calls from the chapter facility/scene until the situation has been resolved. Do not make statements to anyone other than the appropriate chapter advisor, FSL advisor, and/or police.

Close the Chapter House (If Applicable)

If an emergency or crisis has occurred in the house, secure the premises, and allow only members and appropriate officials to enter.

Contact Your Chapter Advisor

- Advise your chapter advisor of the situation and ask him/her to contact headquarters. If you do not reach the chapter advisor, contact a FSL staff member/ advisor.
- Consult any emergency/crisis management protocol that you have received from your inter/national organization to assist you as well.



Contact Appropriate University Officials

Regardless of the time, immediately call one of the following Fraternity and Sorority Life advisors (in succession):

- Chris Graham: W: (850) 644-9574 / C: (252) 286-4082
- Freddy Juarez: W: (850) 644-9574 / C: (305) 989-1506
- Mike Sampson: W: (850) 644-9574 / C: (203) 395-6993

Contact Appropriate Council President

Fraternity and Sorority Life staff will contact the Council President and advise him/her of the situation for you. If you do not reach a FSL staff member, contact the Council President yourself.

Assemble Your Chapter Members

It may be beneficial to assemble your chapter members to explain the situation and the steps taken since the incident occurred. The chapter president or chapter advisor will make any statements when appropriate.

Address Media Appropriately

Never say “no comment” to the news media. It is far better to state that the chapter will be making a statement at a later date when more information is available than to merely say “no comment.” It is always suggested that you consult with your chapter advisor, headquarters, FSL advisor(s), and/or FSU Media Relations staff before making any statements to the press.

Phone Numbers to Remember

- FSU Police Department: (850) 644-1234
- Crisis Counseling Help Line: (850) 244-6333
- Victim Advocate Program: (850) 644-7161
- University Information: (850) 644-2525
- Department of Fraternity & Sorority Life: (850) 644-9574



Florida State Statutes 1006.63

1006.63 Hazing prohibited.—

(1) As used in this section, the term “hazing” means any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student for purposes including, but not limited to:

- (a) Initiation into any organization operating under the sanction of a postsecondary institution;
- (b) Admission into any organization operating under the sanction of a postsecondary institution;
- (c) Affiliation with any organization operating under the sanction of a postsecondary institution; or
- (d) The perpetuation or furtherance of a tradition or ritual of any organization operating under the sanction of a postsecondary institution.

The term includes, but is not limited to, pressuring or coercing the student into violating state or federal law; any brutality of a physical nature, such as whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug, or other substance, or other forced physical activity that could adversely affect the physical health or safety of the student; or any activity that would subject the student to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the student. The term does not include customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective.

(2) A person commits hazing, a third degree felony, punishable as provided in s. [775.082](#) or s. [775.083](#), when he or she intentionally or recklessly commits, solicits a person to commit, or is actively involved in the planning of any act of hazing as defined in subsection (1) upon another person who is a member or former member of or an applicant to any type of student organization and the hazing results in a permanent injury, serious bodily injury, or death of such other person.

(3) A person commits hazing, a first degree misdemeanor, punishable as provided in s. [775.082](#) or s. [775.083](#), when he or she intentionally or recklessly commits, solicits a person to commit, or is actively involved in the planning of any act of hazing as defined in subsection (1) upon another person who is a member or former member of or an applicant to any type of student organization and the hazing creates a substantial risk of physical injury or death to such other person.



- (4) As a condition of any sentence imposed pursuant to subsection (2) or subsection (3), the court shall order the defendant to attend and complete a 4-hour hazing education course and may also impose a condition of drug or alcohol probation.
- (5) It is not a defense to a charge of hazing that:
 - (a) The consent of the victim had been obtained;
 - (b) The conduct or activity that resulted in the death or injury of a person was not part of an official organizational event or was not otherwise sanctioned or approved by the organization; or
 - (c) The conduct or activity that resulted in death or injury of the person was not done as a condition of membership to an organization.
- (6) This section shall not be construed to preclude prosecution for a more general offense resulting from the same criminal transaction or episode.
- (7) Public and nonpublic postsecondary educational institutions whose students receive state student financial assistance must adopt a written antihazing policy and under such policy must adopt rules prohibiting students or other persons associated with any student organization from engaging in hazing.
- (8) Public and nonpublic postsecondary educational institutions must provide a program for the enforcement of such rules and must adopt appropriate penalties for violations of such rules, to be administered by the person at the institution responsible for the sanctioning of such organizations.
 - (a) Such penalties at Florida College System institutions and state universities may include the imposition of fines; the withholding of diplomas or transcripts pending compliance with the rules or pending payment of fines; and the imposition of probation, suspension, or dismissal.
 - (b) In the case of an organization at a Florida College System institution or state university that authorizes hazing in blatant disregard of such rules, penalties may also include rescission of permission for that organization to operate on campus property or to otherwise operate under the sanction of the institution.
 - (c) All penalties imposed under the authority of this subsection shall be in addition to any penalty imposed for violation of any of the criminal laws of this state or for violation of any other rule of the institution to which the violator may be subject.
- (9) Rules adopted pursuant hereto shall apply to acts conducted on or off campus whenever such acts are deemed to constitute hazing.
- (10) Upon approval of the antihazing policy of a Florida College System institution or state university and of the rules and penalties adopted pursuant thereto, the institution



shall provide a copy of such policy, rules, and penalties to each student enrolled in that institution and shall require the inclusion of such policy, rules, and penalties in the bylaws of every organization operating under the sanction of the institution.

(11) (a) This subsection and subsection (12) may be cited as "Andrew's Law."

(b) A person may not be prosecuted under this section if he or she establishes all of the following:

1. That he or she was present at an event where, as a result of hazing, a person appeared to be in need of immediate medical assistance.
2. That he or she was the first person to call 911 or campus security to report the need for immediate medical assistance.
3. That he or she provided his or her own name, the address where immediate medical assistance was needed, and a description of the medical issue to the 911 operator or campus security at the time of the call.
4. That he or she remained at the scene with the person in need of immediate medical assistance until such medical assistance, law enforcement, or campus security arrived and that he or she cooperated with such personnel on the scene.

(12) Notwithstanding subsection (11), a person is immune from prosecution under this section if the person establishes that, before medical assistance, law enforcement, or campus security arrived on the scene of a hazing event, the person rendered aid to the hazing victim. For purposes of this subsection, "aid" includes, but is ¹not limited to, rendering cardiopulmonary resuscitation to the victim, clearing an airway for the victim to breathe, using a defibrillator to assist the victim, or rendering any other assistance to the victim which the person intended in good faith to stabilize or improve the victim's condition while waiting for medical assistance, law enforcement, or campus security to arrive.



Florida State University Student Organization Conduct Code: Hazing

F. Hazing

The Student Organization will not participate in, tolerate, or condone any Student Organization or individual action or situation, which occurs on or off University property, that intentionally, recklessly, or negligently endangers the mental or physical health or safety of a student for purposes including, but not limited to, initiation or admission into or affiliation with any University student organization or other group whether or not officially recognized by the University, or the perpetuation or furtherance of a tradition or ritual of any such student organization or group.

1. Hazing includes, but is not limited to:

- a. Brutality of a physical nature, such as whipping, beating, branding, exposure to the elements, forced consumption of food, liquor, drug, or other substance;
- b. Subjecting a person to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of a reasonable person;
- c. Pressuring or coercing a person into violating state or federal/national law and/or University policy;
- d. Interfering with or impeding a person's academic pursuits, employment, religious observances, or affiliation with other individuals, groups, or activities;
or
- e. Otherwise infringing upon a person's personal or property rights or substantially interfering with a reasonable person's ability to participate in or benefit from the services, activities, or privileges provided by the University.

A student may commit an act of hazing whether the student is a prospective, current, or former member of the organization or group. The actions of active, associate, new and/or prospective members, former members, or alumni of a student organization or group may be considered hazing under this Code. The following circumstances are not a defense to a violation of this provision: express or implied consent of a victim, the conduct or activity was not part of any official organizational event or otherwise sanctioned or approved by the student organization, or the conduct or activity was not a condition of membership into a student organization.



2. Soliciting another or aiding or assisting another to engage in any act of hazing as defined in this Code, or active involvement in the planning of such action.

3. Observing or participating in any conduct defined as hazing pursuant to the Code by a member of the Student Organization or group who is not themselves a complainant, without reporting the incident to a University official.

Florida State University Hazing Policy, BOG 6.021, and Section 1006.63, Florida Statutes, are considered part of and incorporated as applicable.

Medical Amnesty
Proposed Policy Statement and Purpose:

The Florida State University (FSU) supports a safe and inclusive environment that enhances academic pursuits and student success. Institutional core values of the Seminole Creed and Responsible Freedom guide our conduct and inform policy and decisions. A Medical Amnesty Policy benefits our campus by encouraging students to make responsible decisions in seeking medical attention in serious or life-threatening situations that result from alcohol and/or other drug use or abuse and in any situation where medical treatment is reasonably believed to be appropriate. This policy seeks to diminish fear of disciplinary and conduct sanctions in such situations and to encourage individuals and organizations to seek needed medical attention for students in distress from alcohol and drug use.

This policy does not grant “full immunity” to a student who acts under this policy (i.e., seeks emergency assistance on behalf of him- or herself, another student, or a friend experiencing an alcohol and/or drug related emergency) if a determination is made, independent of any information gained as a result of the call for medical attention, that Student Conduct Code charges are appropriate.

Alcohol or other drug consumption (including but not limited to: excessive consumption; consumption of a dangerous or illegal substance; or consumption by someone with sensitivity) can cause serious harm or pose a threat to life. Given these risks, students are encouraged to make responsible decisions and to seek medical attention in serious or life-threatening situations that result from alcohol and/or other drug consumption and to call 911 (or FSU Police Department at 850-644-1234, if on campus) for medical attention. Students are also encouraged to seek help for any situation where medical treatment is reasonably believed to be appropriate or when problematic use and/or abuse is an issue. If a student is incapacitated, letting that person "sleep it off" or having a friend “look after” that person are not reasonable alternatives to getting him/her the necessary medical help.

Under this policy, a student who seeks emergency assistance on behalf of him- or herself, another student, or a friend experiencing an alcohol and/or other drug related emergency will not be subject to disciplinary action under the FSU Student Code of Conduct. Although students who qualify for Medical Amnesty are exempt from the Student Conduct process, they are required to complete educational measures and pay for any incurring costs as described in the Medical Amnesty and Policy Procedures Section.

Procedure:

FSU students who receive medical attention as a result of alcohol and/or illegal drug use are eligible for Medical Amnesty and will not face formal action under the FSU Student Code of Conduct. FSU students seeking medical assistance for another person during an alcohol or other drug-related emergency while simultaneously violating a student conduct policy against alcohol or drug use or possession are also eligible. Under the policy, students are required to meet with a professional staff member in the Dean of Students Department or University Housing within five (5) class days of the incident. The staff member, after evaluating the situation, will determine appropriate educational actions for the student per the University’s Alcohol and Other Drug

policy. These educational actions are required to be completed and paid for by the student. Actions may include, but are not limited to: parental notification, an alcohol education workshop and/or meeting with an alcohol and other drug counselor and a written project. Failure to meet with an Associate Dean, Associate Director of Housing, or designee may result in a hold being placed on the student's account and/or Student Conduct Code charges for failing to comply. Students who are referred but fail to meet and complete the alcohol and/or other drug actions in their entirety may be subject to additional requirements. In addition, if a registered student is transported to an emergency medical treatment center for intoxication or drug use, the student's parents or guardians will typically be notified by a representative from the Dean of Students Department or University Housing if it is determined to be necessary to protect the health or safety of the student or other individuals.

It is the expectation of the Dean of Students Department that a student use Medical Amnesty once. If the student is involved in any subsequent (i.e., repeat) alcohol and/or drug abuse incidents, the situation will be evaluated by the Dean of Students Department or University Housing staff to determine if the student qualifies for a Medical Amnesty exemption. The availability of Medical Amnesty exemptions for students with repetitive violations will be determined on a case-by-case basis. Typically, repeated situations will be handled through the Student Conduct process and will be considered for sanctioning purposes. This subsection applies only to students receiving medical attention; students who help others seek medical assistance are not limited to one Medical Amnesty exemption.

1. The Medical Amnesty Policy applies to FSU students who initiate and seek assistance and/or medical treatment on behalf of themselves, another student, or a friend.
2. The protocol applies only to the FSU Student Code of Conduct, Housing & Residence Life Conduct and policies, Greek Life policies and RSO policies. Law enforcement agencies may act within their jurisdictions in enforcing the laws enacted by the State of Florida, the United States, or any other state or nation where jurisdiction may be invoked.
3. The Medical Amnesty Policy applies only to individuals' use of alcohol and drugs where medical attention is needed. It does not apply to other prohibited behavior such as distribution of illicit substances, property damage, harassment, or assault.
4. The Medical Amnesty does apply to FSU students who are victims of sexual assault and have also engaged in underage alcohol consumption or illegal drug use.

Medical Amnesty Frequently Asked Questions (FAQ):

What Is the Purpose of the Medical Amnesty Policy?

The Florida State University (FSU) supports a safe and inclusive environment that enhances academic pursuits and student success. Institutional core values of the Seminole Creed and Responsible Freedom guide our conduct and inform policy and decisions. A Medical Amnesty Policy benefits our campus by encouraging students to make responsible decisions in seeking medical attention in serious or life-threatening situations that result from alcohol and/or other drug abuse and in any situation where medical treatment is reasonably believed to be appropriate. This policy seeks to diminish fear of disciplinary and conduct sanctions in such

situations and to encourage individuals and organizations to seek needed medical attention for students in distress from alcohol and drug use.

How Does the Medical Amnesty Policy Work?

In serious or life-threatening situations, particularly where alcohol poisoning or drug overdose is suspected or where other medical treatment is reasonably believed to be appropriate, students are asked to take the following steps:

- * Call 911 (or FSU Police Department at 850-644-1234, if on campus).
- * Stay with the person needing assistance until help arrives.
- * Be prepared to give the emergency medical personnel as much information as possible including the amount and type of alcohol or substances consumed.

If a student is heavily intoxicated or is incapacitated, letting that person "sleep it off" or having a friend "look after" that person are not reasonable alternatives to getting him/her the necessary medical help.

What Happens After Medical Help Is Provided?

The following next steps outline the process after medical help is provided to students in need of medical attention as a result of alcohol and/or drug use:

If the situation qualifies, students are required to meet with a professional staff in the Dean of Students Department or University Housing within five class days of the incident. The staff member, after evaluating the situation, will determine appropriate educational actions for the student per the University's Alcohol and Other Drug policy. These educational actions are required to be completed and paid for by the student. Actions may include, but are not limited to: parental notification, an alcohol education workshop and/or meeting with an alcohol and other drug counselor and a written project.

Students who fail to complete the above requirements in their entirety may be subject to additional requirements after an opportunity to meet with a staff member from the Dean of Students Department or University Housing.

If it is determined, independent of the call for assistance, that a violation or violations of the Student Conduct Code have occurred, students involved in the incident may be charged with those violations.

Will My Parents Find Out?

Typically parents are notified if the student needed medical assistance as a result of alcohol or other drug consumption. If a registered student is transported to an emergency medical treatment center for alcohol or drug use, the student's parents or guardians may be notified by a Dean of Students Department or University Housing or Residence Life/Housing staff member if necessary to protect the health or safety of the student or other individuals.

Does the Medical Amnesty Policy Protect Students from Police or Legal Actions?

No. The Medical Amnesty Policy only applies to particular code violations in the FSU Student Code of Conduct, Residence Life/Housing Code and policies, and Greek Life and RSO policies. It does not prevent or preclude police or other legal actions.

Will Incidents Involving the Medical Amnesty Policy Be on My Academic or Disciplinary Record?

No. Medical Amnesty Policy incidents will not be entered on the student's official academic record and will not be listed as a disciplinary record.

What Does the Medical Amnesty Policy NOT Apply To?

Other prohibited behavior (including but not limited to: distribution of illegal substances; harassment; physical misconduct; sexual misconduct; and hazing).

Is There a Limit to the Number of Times the Medical Amnesty Policy Can Be Used?

No. Students are always encouraged to look after their friends and peers, and are encouraged to take responsible actions anytime they are necessary.

However, if a student is involved in repeat alcohol and/or drug abuse incidents, measures will be taken to appropriately address the behavior according to the following:

1. The situation will be evaluated by the Dean of Students Department or University Housing to determine if the student qualifies for Medical Amnesty.
2. The availability of Medical Amnesty for students with repetitive violations will be determined on a case by case basis.
3. Situations will be handled through the Student Conduct process and will be considered for sanctioning purposes if a student does not demonstrate a commitment to the steps recommended by the health care professional and is involved in repetitive alcohol and/or drug abuse incidents.

What Is Alcohol Poisoning?

Alcohol poisoning is another term for an alcohol overdose, which may occur when individuals consume so much alcohol that their bodies can no longer process it fast enough. Alcohol poisoning and overdoses are potentially lethal; the human body simply cannot tolerate or process excessive amounts of alcohol. Too many college students have died as a result of alcohol poisoning.

What Are the Signs or Symptoms of Alcohol Poisoning or Overdose?

The signs or symptoms of alcohol poisoning include (not all of these need to be present):

- * Confusion or stupor
- * Vomiting while passed out, not waking up after vomiting, or incoherent while vomiting
- * Seizures
- * Breathing is slow (less than 8 breaths per minute) or irregular, with 10 seconds or more between breaths
- * Weak pulse, very rapid pulse, or very slow pulse
- * Cold, clammy, pale or bluish skin

- * Loss of consciousness: Inability to awaken a person with loud shouting, or inability of a person to remain awake for more than 2-3 minutes or to carry on a coherent conversation when awake (semi-conscious)

*A person who has lost consciousness and cannot be awakened is in danger of dying. Help is needed immediately.

How Do I Help a Friend Who Might Be Experiencing Alcohol Poisoning or Overdose?

1. Call 911 or FSU Police Department at 850-644-1234, if on campus.
2. If you are in a residence hall on campus, send someone to notify University Housing staff at the front desk in the building, but do not leave the person alone.
3. Stay with the person until emergency help arrives.
4. Be prepared to give the emergency medical personnel as much information as possible including the amount and type of alcohol or substances consumed.

What Should I NOT Do When Helping Someone Experiencing Alcohol Poisoning or Overdose?

* Do not hesitate to call 911 or FSU Police Department at 850-644-1234, if on campus. The person's life is in danger. Better to be safe than sorry.

* Do not leave the person alone. The person may seem to be okay, but the alcohol ingested may take some time to be absorbed before peak levels are reached in the brain.

* Do not try to give the person anything to eat or drink.

* Do not put the person in a cold shower. The person could fall or the shock could make him/her pass out.

* Don't just let him or her "sleep it off" or "take care" of the person.