Theta Psi Upsilon Sorority, Incorporated has a zero-tolerance hazing and bullying policy. The policy is embodied in numerous documents that are disseminated to members, including the Bylaws; the Code of Conduct; the Administrative Procedures Manual for Membership Intake; and the “zero-tolerance hazing and bullying policy” contract members are required to sign. The policy is embodied in documents disseminated to applicants/prospective members, including the Applicants Rights and Responsibilities Statement (“no hazing contract), which all applicants are required to sign. The policy expressly prohibits all acts and forms of hazing, before, during and after the Membership Intake Process. The prohibition covers **all hazing activities, whether physical, mental, or emotional**, including, **but not limited to,** pre-initiation and/or underground activities (which is anything in addition to or contrary to approved activities); paddling; beating; slapping; blindfolding; pushing; depriving of sleep; pulling on clothes; pulling one’s hair; requiring the consumption of alcohol or drugs; forcing or requiring the consumption of foods that an applicant/prospective member finds disagreeable; yelling; humiliating; harassing; belittling; harassing text messages or cursing; any morally degrading, illegal, or indecent action; requiring applicants/prospective members or newly initiated members to perform housework or homework for members, or to “run errands.” The zero-tolerance hazing and bullying policy, will also be required to be upheld by the applicants when communicating or in the company of one another while going through the intake process.

Any member or perspective member who participates in any form of hazing or bulling, or who is aware of this behavior, and fails to report it shall be sanctioned, as summarized below and as provided in detail. Any applicant/prospective member who consents to hazing, who participates in hazing by allowing herself to be hazed, or who is aware of hazing, but fails to report it shall be barred from membership for eternity.

Anyone reporting hazing always has the option of contacting the National First Vice President since hazing is a crime. Acts of hazing will be reported to law enforcement officials immediately and anyone who is charged with hazing will not be defended by members of the sorority.

Anyone interested in obtaining more information on the zero-hazing and bullying policy may contact the Director of Membership.

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_