



Gamma Phi Omega International Sorority, Inc.

National Anti-Hazing Policy

Effective Date: August 5, 2026

Supersedes: All previous Anti-Hazing Statements

I. Purpose

Gamma Phi Omega International Sorority, Inc. (“Gamma Phi Omega” or “the Sorority”) is founded upon the principles of scholarship, sisterhood, service, leadership, integrity, and cultural awareness. Membership in Gamma Phi Omega shall be earned through education, personal development, and commitment to the Sorority’s values—not through humiliation, coercion, intimidation, or abuse.

The Sorority maintains a **zero-tolerance policy** toward hazing in any form.

Every member, officer, advisor, volunteer, alumna, and prospective member has the right to participate in Sorority activities free from physical harm, emotional abuse, intimidation, harassment, or coercion.

This policy is intended to align with the Stop Campus Hazing Act, a federal law signed on December 23, 2024.

This policy establishes the Sorority’s expectations regarding hazing prevention, reporting, investigations, member protections, and disciplinary action.

II. Scope

This policy applies to:

- National Officers
- Regional Officers
- Chapter Officers

- Undergraduate Chapters
- Alumnae Chapters
- Prospective Chapters
- Committees
- Chapter Mentors
- Regional Directors
- Volunteers
- Members
- Associate Members
- Prospective Members
- Alumni acting on behalf of the Sorority
- Any individual participating in activities sponsored, endorsed, or affiliated with Gamma Phi Omega

This policy applies regardless of whether conduct occurs:

- In person
 - Virtually
 - On campus
 - Off campus
 - At conferences
 - During travel
 - At social events
 - At unofficial gatherings
 - Before, during, or after membership intake
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III. Statement of Zero Tolerance

Gamma Phi Omega strictly prohibits hazing.

No member may organize, participate in, encourage, conceal, ignore, tolerate, or retaliate against any individual regarding hazing.

The willingness of a person to participate does **not** excuse or justify hazing.

Tradition, chapter custom, peer pressure, consent, or prior participation shall never serve as a defense.

IV. Definition of Hazing

Hazing is any intentional, knowing, reckless, or negligent act directed toward an individual or group, regardless of willingness to participate, that occurs in connection with joining, seeking membership, maintaining membership, holding office, or participating in any Gamma Phi Omega activity and that causes or creates a risk of physical injury, emotional harm, psychological distress, humiliation, degradation, intimidation, coercion, or interference with academic, professional, or personal well-being.

Hazing may occur regardless of location and includes conduct occurring in person, electronically, or through social media.

V. Examples of Prohibited Hazing

Examples include, but are not limited to:

Physical Hazing

- Paddling
- Branding
- Hitting
- Striking
- Physical restraint
- Forced exercise (the “thinking” position, “watching T.V.”, “wall-sits”, or any repetition of a set including one jumping-jack, one sit-up, and one push-up.)
- Forced standing when sick or injured
- Exposure to dangerous weather
- Sleep deprivation
- Food or water deprivation
- Scavenger Hunts
- Carrying or holding any objects on their person as punishment.
- Alter Appearance (wear costumes, extravagant makeup, or using any props)
- Forced food, liquids (any substances) consumption
- Dancing

Psychological Hazing

- Public humiliation
- Name calling
- Verbal abuse
- Yelling

- Threats
- Intimidation
- Isolation
- Personal servitude (any chores, “favors”, errands, or other forms of physical labor)
- Degrading assignments (Animations are behaviours or vocalizations that mimic or imitate someone).
- Forced confessions
- Manipulation
- Harassment
- Intentionally exclusion from any sorority event or meeting

Alcohol and Drug Hazing

- Forced alcohol consumption
- Drinking games
- Forced drug use
- Pressure to consume intoxicating substances

Financial Hazing

- Unauthorized fines
- Mandatory purchases
- Forced fundraising quotas
- Payment of another member’s expenses
- Hidden financial obligations

Digital Hazing

- Cyberbullying
- Humiliating social media posts
- Group chat harassment
- Sharing embarrassing photographs
- Online intimidation

Other Hazing

- Interference with school or employment
- Mandatory silence
- Secret tasks
- Excessive meetings
- Activities designed to embarrass or demean
- Required Sleepovers
- Preferred meeting times are between the hours of 8a-8p Sunday-Saturday.

- If scheduling conflicts make it necessary to hold a meeting outside of these preferred hours, attendance by individuals who would otherwise be required to participate must be voluntary. Those individuals must have the opportunity to freely choose whether to attend without pressure, coercion, or fear of retaliation for declining.
- Surprise intake meetings or surprise intake practices are prohibited
- Limiting use of personal makeup, jewelry, shaving, or overall grooming needs
- Limiting anyone's social media use
- Threatening anyone with hell-week
- Forbidding members from talking to others (Greeks, friends, family, etc), attending parties, social events, or campus/work events.
- Confronted, interrogating or pop-quizzing in or out of intake meetings.
- Pranks of any kind
- Not allowing members to use "short-cuts" such as elevators, shorter routes to and from classes, etc.
- Meetings should not begin at unusually specific start times such as 7:13 am, 6:07 pm, etc.

This list is illustrative and not exhaustive.

VI. Member Responsibilities

Every member shall:

- Refrain from hazing.
- Intervene when safe to do so.
- Report suspected hazing immediately.
- Cooperate honestly during investigations.
- Maintain confidentiality.

Failure to report known hazing may constitute a separate policy violation.

VII. Officer Responsibilities

Chapter officers shall:

- Promote a hazing-free culture.
- Ensure all intake activities comply with National policies.
- Monitor chapter conduct.

- Immediately report suspected violations.
- Preserve evidence.
- Cooperate with investigations.

Failure to fulfill these responsibilities may result in disciplinary action independent of the underlying allegation.

VIII. Reporting Procedures

Reports may be submitted by:

- Members
- Associate Members
- Prospective Members
- Parents
- Chapter Mentors
- Regional Directors
- Universities
- Alumni
- Third parties

Reports may be submitted verbally or online by completing this form. The form is managed by the National Vice President of Standards and Compliance.

Emergency situations involving immediate danger should also be reported to local law enforcement.

Retaliation against any reporting party or witness is strictly prohibited and may constitute a separate policy violation.

IX. Interim Protective Measures

Pending investigation, the National Board or Swan Justices may impose temporary measures, including:

- Suspension of intake activities
- Removal from office
- Restrictions on chapter activities
- No-contact directives
- Temporary suspension of membership privileges

- Appointment of chapter oversight

These measures are administrative and do not constitute findings of responsibility.

X. Investigation Procedures

All reports shall be investigated in accordance with the Sorority's Standards Procedures.

Investigations shall include:

- Review of the complaint
- Collection of documentary evidence
- Witness interviews
- Respondent interviews
- Review of electronic communications
- Opportunity for all parties to submit evidence

The standard of proof shall be **Preponderance of the Evidence**.

The respondent shall receive notice of the allegations and an opportunity to respond before a final determination is made.

XI. Rights of the Parties

Complainants and respondents shall have the right to:

- Receive written notice of proceedings
 - Present evidence
 - Identify witnesses
 - Receive an impartial review
 - Be free from retaliation
 - Receive written notice of the final decision
 - Appeal in accordance with the National Standards Policy
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XII. Confidentiality

Information related to hazing reports shall be shared only with individuals who have a legitimate need to know.

The Sorority cannot guarantee absolute confidentiality but will make reasonable efforts to protect privacy consistent with conducting a fair investigation and complying with applicable law.

XIII. Sanctions

Individuals found responsible may be subject to one or more sanctions, including but not limited to:

- Written warning
- Educational sanctions
- Mandatory training
- Probation
- Suspension
- Removal from office
- Removal from committees
- Revocation of chapter privileges
- Charter suspension
- Charter revocation
- Expulsion from membership
- Referral to educational institutions
- Referral to law enforcement

Sanctions shall be proportionate to the severity of the misconduct and may consider aggravating or mitigating factors.

XIV. False Reports

Knowingly filing a false report or intentionally providing false information during an investigation constitutes a separate violation of Sorority policy.

A report made in good faith that is not substantiated shall not be considered false.

XV. Education and Prevention

The Sorority shall provide annual education regarding:

- Hazing prevention

- Bystander intervention
- Reporting obligations
- Ethical leadership
- Safe membership education
- Officer responsibilities

All members participating in membership intake shall complete required training before serving in any intake-related role.

XVI. Relationship to Law and Institutional Policies

Members and chapters shall comply with all applicable federal, state, local, and institutional anti-hazing laws and regulations.

Where this policy imposes a higher standard than applicable law, the Sorority's policy shall govern member conduct.

XVII. Policy Review

The National Board shall review this policy at least every three years or sooner if required by changes in law or organizational needs.

XVIII. Member Acknowledgment

All members participating in membership intake shall acknowledge annually that they completed training every calendar year and confirm they understand, and agree to comply with this Anti-Hazing Policy.

