



## **Zeta Phi Beta Sorority, Incorporated**

### **Policy Against Pledging and Hazing**

**Effective July 15, 2025**

Zeta Phi Beta Sorority, Incorporated (the “Sorority”) has designed a process for selecting, intakes, and educating women who aspire to membership in the Sorority. The goal of the Membership Intake Process (MIP) is to inform new members of the history, policies and procedures important to membership in the Sorority. Potential members of the Sorority have the right to participate in the process in environments that are not intentionally harmful.

Individuals or chapters who engage in pledging and/or hazing activities or any activity that falls outside of the Sorority’s MIP risk sanctions by the Sorority and criminal sanctions.

MIP: “Membership Selection Intake Process,” or “Membership Intake Process” means the process by which prospective members are identified, selected, invited to membership and, upon completion of approved requirements, granted membership into the Sorority.

Pledging: Any process or activity that reflects trial or preparatory periods before or after initiation, or any new member or candidate requirements outside of the approved MIP.

Hazing: punishment, harassment, humiliation, or painful aspects of initiation; contributes to a risk of potential physical injury, mental harm, or degradation. Hazing includes bullying or other activities designed to intentionally hurt a person or group by another person or group where the relationship involves an imbalance of power. Hazing can be subtle, financial, physical, verbal, psychological, alcohol related and/or includes acts of servitude. It can happen face-to-face or online.

#### **Zeta Phi Beta Sorority also defines hazing as any action or activity which:**

- brings about physical, mental, emotional or psychological harm to the potential member or is humiliating in its intent;
- is vulgar, abusive, physically exhausting or dangerous;

- materially disrupts an individual's academic, professional, and personal endeavors;
- abridges a person's moral, religious or dietary beliefs;
- compels an individual to break the rules and regulations of her college or university, Zeta Phi Beta Sorority, Incorporated or other entities; or
- Is defined as hazing under applicable laws.

Pledging and/or hazing in any form or fashion is contrary to the philosophy and objectives of Zeta Phi Beta Sorority, Incorporated, and as such, the Sorority emphatically prohibits and denounces pledging and hazing.

Candidates for membership and members of the Sorority who become aware of pledging and/or any activity that falls outside of the Sorority's MIP activities must report the activity to:

- Sorority leadership
- Phone: 800.368.5772
- Email: [reporthazing@zphib1920.org](mailto:reporthazing@zphib1920.org)
- Incident Report Form Link: <https://zphib1920.org/discipline-incident-report-form/>
- 1-888-NOT-HAZE (1-888-668-4293)

Failure to report may subject to a member to discipline pursuant to the Complaint and Discipline Policy. Reports of hazing/pledging or suspected MIP violations will be treated with confidentiality to the fullest extent possible.

Retaliation against anyone who reports hazing/pledging activities or suspected MIP violations is prohibited. Anyone who retaliates against such an individual will be subject to disciplinary action.