



## **NEW MEMBER EDUCATION**

Mu Sigma Upsilon Sorority, Inc.'s New Member Education program (NMO) has been designed to not only educate our new members about Mu Sigma Upsilon (MSU), but also make them feel as much a part of the sorority as lifetime members. New Member Education is the process through which prospective members learn what it means to be a member of MSU.

As each of our chapters are striving to improve during a worldwide pandemic, each chapter will pay particular attention to how they present the chapter and their culture to the new members to ensure that their future membership and contributions to MSU are constructive and perpetuate the cycle of improvement.

### **SECTION I: Purpose and Goals**

During the New Member Education program we hope to instill in the new members the values and importance of Mu Sigma Upsilon. We will work to demonstrate these principles through our three goals of academic excellence, unity amongst all women, and serving the university and community.

#### **This New Member Education program has been designed to encourage and promote:**

- The development of an enduring sisterhood bond among the prospective member(s) and their future sisters.
- The academic aspirations of the prospective member(s).
- Leadership and awareness among the prospective member(s) within the university and the community.
- Self-awareness and assistance in reaching the prospective members' fullest potential.
- The awareness and appreciation of each individual's cultural heritage among the prospective member(s).
- The highly valued qualities of discipline, respect, sensitivity, dedication and dignity on which this organization is based upon.

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## **SECTION II:     Expectations**

### **Prospective Members**

- Participate in our virtual 5-week education period to the best of their ability.
- Work towards the goals we have set in academic excellence, unity amongst all women, and service to the university and community.
- Participate in mandatory chapter events virtually with the lifetime members as permitted by class and work schedules.
- Designate study time as permitted by class and work schedules to uphold our goal of academic excellence.
- Attend weekly chapter meetings virtually.

### **Lifetime Members**

- Abide by the anti-hazing policies set by the university, Mu Sigma Upsilon, and by each chapter.
- Participate in the education of the new members. virtually
- Integrate the new members into our chapter and make them feel welcomed and accepted.
- Follow the new member education program as directed.

## **SECTION III:    Requirements**

### **Prospective Members**

- Must meet the minimum cumulative average of 2.50.
- Must have completed one semester.
- Must have a minimum of 12 credits.
- Must complete questionnaire and essay.
- Must successfully complete an interview to be conducted virtually.

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- Must pay designated New Member Education fee. The National Governing Council (NGC) will designate the fee. Any individual who does not complete the New Member Education program will forfeit 100% of the fee.

### **Lifetime Members**

- Must meet the minimum cumulative average of 2.50.
- Must pay designated active sister dues to the NGC.

### **SECTION IV: Risk Management Policy**

Mu Sigma Upsilon Sorority, Inc. herein referred to as MSU, was founded on high standards and ideals, which apply to both its collegiate and alumnae chapters. MSU is committed to the unification among all women and offers a lifetime of sisterhood to all its members. It does so by providing opportunities, which will encourage and promote self-respect, pride, cultural awareness, and most of all, the attainment of a degree, further allowing them to develop to their utmost potential.

Through its continuing efforts to establish sorority relationships that will endure long past one's college years, MSU seeks to foster relationships and communication among its members with a sense of purpose larger than oneself, shaped through simple unselfish acts, reconciliation of disagreements, and consideration of the needs of other women.

Sisters are expected to maintain a personal demeanor that is positive and constructive, contribution to the good of themselves, the chapter, and the organization. Respect for and considerations of individual rights, feelings and possessions are the responsibility of all members. This same attitude is to be maintained when dealing with prospective members.

Human dignity is a necessary factor in establishing healthy relationships. Members are expected to promote the enrichment of individuals. Members whose comportment does not concur with this

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policy will be subject to judiciary review, which may render them on probationary status with MSU or have their membership terminated. Such acts include, but are not exclusive to, the misuse of alcohol, the use of illegal drugs, and sexual harassment.

MSU shall not permit its members to engage in any form of harassment, physical or mental abuse against any prospective member. Any member found in violation of the hazing statute set forth by their respective state shall be immediately removed from MSU and the Dean of Students shall be notified.

Furthermore, we prohibit the use of alcohol on campus and at sister events. We encourage members to act accordingly and recommend that they do not wear MSU paraphernalia when consuming alcohol.

*Please refer to National Constitution, By-laws, Article II, Section 2 for more information.*

## **SECTION V: Members Code of Conduct Policy Against Hazing Activities**

All existing lifetime and prospective members have the right to be treated with dignity and respect. These rights are enforced by punishing violations of the Sorority's policies and procedures. A cornerstone of the Sorority's Risk Management Policy is the prohibition of hazing. Hazing is prohibited by Mu Sigma Upsilon Sorority, Inc.

Mu Sigma Upsilon Sorority, Inc. has implemented anti-hazing policies and new procedures to identify, investigate and punish incidents. Hazing will not be tolerated in any form.

### **Definition of Hazing**

Hazing is any activity or action which subtly, flagrantly, recklessly, or deliberately demeans, embarrasses, threatens, invites ridicule or draws inappropriate or negative attention to a member, affiliate, and/or group, and/or an attitude which implies one member/affiliate is superior to

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another or that membership in the group must be earned through personal services or meaningless activities.

Hazing is defined as an act or series of acts that include: Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or continued lifetime membership or participation in any group that causes or creates a substantial risk of causing mental or physical harm or humiliation.

Such acts may include, but are not limited to:

- Physical acts, such as hitting, striking, laying hands upon or threatening to do bodily harm to any individual(s), while acting in one's capacity as a member of Mu Sigma Upsilon Sorority, Inc.
- Behavior which is directed against any individual(s) for the purpose of causing shame, abuse, insult, humiliation, intimidation or disgrace.
- A variety of prohibited practices, including but not limited to, "underground hazing," "financial hazing," "pre-pledging," "post-pledging" or "post-initiation pledging."
- Use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form.

### **Hazing Policy Violations**

Any individual or chapter violation of Mu Sigma Upsilon Sorority, Inc.'s policy will result in suspension, expulsion or revocation of the chapter's charter. A fine may also be imposed. In addition, hazing activities may result in official discipline by a college/university or the imposition of civil and criminal penalties for individuals and/or chapters. Both individuals and chapters can be held responsible, sanctioned, and even dismissed from the institution for breaking this policy.

### **Anti-Hazing Acknowledgment Form**



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According to Mu Sigma Upsilon Sorority, Incorporated's constitution the definition of hazing, is defined as any activity or action which subtly, flagrantly, recklessly, or deliberately demeans, embarrasses, threatens, invites ridicule or draws inappropriate or negative attention to a member, affiliate, and or group, and or an attitude which implies one member/affiliate is superior to another or that membership in the group must be earned through personal services or meaningless activities.

**ANTI-HAZING ACKNOWLEDGEMENT FORM**

No member of Mu Sigma Upsilon Sorority Inc. shall encourage, condone, authorize or engage in any conduct defined as a hazing activity hereunder or under any educational institution policy or state law. Hazing activities are defined as:

Any intentional or reckless act, on or off the property of any higher educational institution or sorority premises, which is directed at any other student, that endangers or is reasonably calculated or designed to endanger the mental or physical health or safety of that student, or which induces or coerces a student to endanger such student's mental or physical health or safety, including but not limited to, subjecting such student to physical discomfort, embarrassment through misuse of personal information, harassment, ridicule, or mocking based on one's ethnicity, sexual orientation, religion, culture, or languages spoken.

All recognized chapters of Mu Sigma Upsilon Sorority, Inc. should give close attention to these guidelines in the planning and execution of the orientation process. Mu Sigma Upsilon Sorority, Inc. insists upon and demands the exercise of good taste in all such activities. To prevent possible physical injury we must take into consideration that many people have physical weaknesses of which sometimes even they are unaware.

Furthermore, alcohol and drug use in conjunction with the orientation process and other procedures within Mu Sigma Upsilon Sorority, Inc. will not be tolerated. Chapters are encouraged to continue to educate themselves on the consequences of alcohol and drug abuse and to establish a moral climate in the sorority that would discourage misuse.

In conclusion it is important to understand that the sorority, current officers, and university can be held responsible or liable for any damages, claims or actions based upon the conduct of any individuals or groups of individuals purporting to perform any acts in the name of the sorority or purported to be in any way connected with initiation into the sorority. However, in almost all documented hazing cases it was the individuals that committed the offense that were held solely responsible, liable, and subjected to criminal charges based on the official corresponding hazing laws of that state. Thus it is vital to realize that you are responsible and accountable for your own actions.

The National Governing Council will investigate any chapter or individual member being accused of hazing. A chapter or individual member found guilty of hazing will be put on probation or suspended in accordance with Article X of the most recent version of the constitution.

<b>Print Full Name:</b>	<b>Chapter:</b>
<b>Signature / Date:</b>	<b>Status (circle one):</b> Collegiate or Aretias

**SECTION VI: Zero Tolerance Policy**

We, the National Governing Council of Mu Sigma Upsilon Sorority, Incorporated have implemented a Zero Tolerance Policy. A Zero Tolerance Policy is one which requires a severe penalty to be imposed which is unbending in its imposition, and often does not give allowance for extenuating circumstances. It will be, as we state, completely intolerant of such behavior for which it requires consequences, no matter what.



An offense against a prospective member(s) is committed when a sister:

1. Threatens the mental or physical health of a prospective member(s) , places another perspective member(s) in serious bodily harm; or uses physical force in a manner that endangers the health, welfare or safety of another perspective member(s) and/or sister(s) ; or willfully, maliciously and repeatedly follows or attempts to make unwanted contact with another perspective member(s) .
2. Engages in hazing of a prospective member(s) for the purposes, affiliation with, or continuation of membership. Hazing includes, but is not limited to, any action, activity or situation which recklessly, negligently or intentionally endangers the mental or physical health, welfare or safety of a person, creates excessive fatigue, mental or physical discomfort, exposes a person to extreme embarrassment or ridicule, involves personal servitude or substantially interferes with the academic requirements or responsibilities of a prospective member(s) as a student; and any other activities which are not consistent with the regulations and policies of MSU. It is presumed that hazing is a forced activity regardless of the apparent willingness of an individual to participate in the activity.”

This policy will apply both to an individual sister and/or the chapter as a whole. Failure to comply with this will result in judiciary action by NGC against the sister and/or chapter involved. Judiciary action could result in the chapter and/or its member(s) being probated, suspended or other consequences. As part of a Zero Tolerance Policy, NGC will also take disciplinary action for any of the violations reported verbally, written or anonymously provided these violations endanger a prospective member(s), sister(s) and/or may cause harm to the organization.

No applicant for membership in the Sorority is required to subject herself to any form of hazing; the Lifetime Members are specifically prohibited from tolerating or going along with any improper conduct towards a Prospective Member(s) in the form of hazing; and the Lifetime Member is expected and requested to immediately contact a local, regional, or national representative of the Sorority by telephone, e-mail, or regular mail to notify them of said conduct. The contact information for the National Headquarters is as follows:

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[membership@msu1981.org](mailto:membership@msu1981.org)  
[riskmanagment@msu1981.org](mailto:riskmanagment@msu1981.org)

## **SECTION VII: New Member Education Calendar**

### **Week 1: “Empowerment Through Multiculturalism”**

**Saturday, February 20, 2021 - Saturday, February 27, 2021**

This week’s theme “Empowerment Through Multiculturalism” seeks to acknowledge the diversity of cultures within a society and create awareness around marginalized and oppressed groups of people. This week Prospective Members will learn how MSU embodies multiculturalism. Throughout the week, New Members may share diverse views, respect differences, and learn about systems of oppression in preparation for the Social Identity paper/presentation.

- Workshop: Iceberg Model
- Workshop: Social Identity
- Workshop: Self-Awareness - Implicit and Explicit Bias
- Workshop: Social Awareness
- Workshop: The Culture of MSU
- Workshop: Systems of Oppression
- Workshop: Power and Privilege
- Workshop: Cultural Responsibility
- Project: Social Identity Paper/Presentation



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- Learn English Salutes
- Learn Traditional Language Salutes
- Learn Greek Alphabet & Symbols
- Learn Chapters

### **Week 2: “Empowerment Through History”**

**Sunday, February 28, 2021 - Saturday, March 6, 2021**

This week’s theme “Empowerment Through History,” is to provide Prospective Member(s) the information they will need to gain a better understanding of Greek history, Greek systems in the Colleges and Universities, how Mu Sigma Upsilon began and where it is today, and the sacred History of Mu Sigma Upsilon Sorority, Inc. We will accomplish these goals by providing Prospective Member(s) with PowerPoint presentations, workshops, and historical timelines. Our ultimate goal is to ensure members receive an overall appreciation of who we are, the changes we have made since inception, and utilize the history learned to move the organization forward.

- Workshop: History of Greek Organizations
- Workshop: Social Fellowship
- Workshop: Chapter History
- Workshop: Greek Systems
- Workshop: Bellatrix
- Learn Organization Goals
- Learn Organization’s Founding Information
- Learn Organization’s History
- Learn MSU Poem

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### **Week 3: “Empowerment Through Leadership within MSU”**

**Sunday, March 7, 2021 - Saturday, March 13, 2021**

This week’s theme “Empowerment Through Leadership within MSU” focuses on teaching how Greek organizations came to be, the National Multicultural Greek Council, and identifying who the other Greek organizations on your campus are.

- Workshop: 7 Principles of Leadership
- Workshop: Chapter Management
- Workshop: Chapter Meeting
- Workshop: Interest Meeting
- Workshop: Leadership Workshop
- Workshop: National Multicultural Greek Council
- Workshop: Anti-Hazing Workshop
- New Member Bonding

### **Week 4: “Empowerment Through Leadership within our University & Community”**

**Sunday, March 14, 2021 - Saturday, March 20, 2021**

This week’s theme “Empowerment Through Leadership within our University & Community” focuses on learning about how your campus and local community functions. The Prospective Member(s) will plan what they want to do as an organization at the University.

- Review: Week 3 Empowerment Through Leadership within MSU
- Workshop: National Philanthropy
- Project: Community Service Proposal
- Workshop: Greek Councils on their campus
- Workshop: Recruitment 101
- New Member Bonding

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## **Week 5: “Empowerment Through History”**

**Sunday, March 21, 2021 - Saturday, March 27, 2021**

This week’s theme “Empowerment Through History,” is to provide Prospective Member(s) the information they will need to gain a better understanding of Greek history, Greek systems in the Colleges and Universities, how Mu Sigma Upsilon began and where it is today, and the sacred History of Mu Sigma Upsilon Sorority, Inc. We will accomplish these goals by providing Prospective Member(s) with PowerPoint presentations, workshops, and historical timelines. Our ultimate goal is to ensure members receive an overall appreciation of who we are, the changes we have made since inception, and utilize the history learned to move the organization forward.

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- Learn MSU Poem
- New Member Bonding



## **SECTION VIII: General Guidelines**

- Mu Sigma Upsilon Sorority, Inc. will not allow at any time physical harassment such as beating, branding, or any abuse that would be detrimental to the welfare of any Prospective Member(s).
- There will be no consumption of alcoholic beverages or ANY drug use by any Lifetime Member and/or Prospective Member(s), over or under 21 years of age.
- A copy of the final schedule must be submitted to the respective District or National Governing Council (NGC) by each chapter at least three weeks prior to the starting date of the season for the particular university. Chapters will not be eligible to begin conducting New Member Education activities without a written approval from the respective District or the NGC.
- The Chapter Officer of Membership and assistant(s) will report progress weekly to the Executive Board of the District or the NGC.
- Study Hours are recommended and encouraged for academic excellence. This gives the Prospective Member(s) time to focus on their studies, projects, or other materials relevant to university schoolwork.
- New Member Education activities will not take place between the hours of 11:00 PM and 10:00 AM.
- There will be no travel during the Spring 2021 New Member Education during the COVID-19 pandemic. All chapters are required to follow school, state, and federal mandates, as well as CDCs guidelines, as they pertain to COVID-19.
- During the Spring 2021 New Member Education program all activities will take place via Zoom Video Conference. New Member Educators will utilize Google Classroom and Nearpod to educate new members.