

Dear Members of the Fraternity and Sorority Life Community:

As you are aware, the University is taking strong, affirmative steps to facilitate a drastic cultural change to our student organizational recognition process and status. To that end, any group that has disregarded the University's 'Zero Tolerance Policy' issued on December 2, 2019 (a copy of which is enclosed here) is no longer recognized as an affiliated student organization of Bloomsburg University.

By way of background, the University has experienced a concerning increase in the number and severity of incidents in which recognized, predominantly Greek organizations, ignored recruitment restrictions, demonstrated significant instances of hazing, as defined in policy and statute. These organizations have generally created a culture that does not align with our University's mission and values. As a result, I have ordered that all organizations that have acted in the manner described above will have their University recognition revoked effective the beginning of the spring 2021 academic semester.

Your status as a recognized student organization comes with rights, privileges and benefits unavailable to an unrecognized organization. Afforded these privileges, you have the responsibility to conduct yourselves in a manner that benefits both the University and yourselves. Respecting University rules for pledging, cooperating with investigations, and providing a semblance of self-policing are expectations that, when operating effectively, benefit both parties. For example, respect for the Spring recruitment timeline and the expected standards for grade point average puts all organizations on level playing fields and eliminates a proposition where one or two groups are getting a head start in the Fall.

WHAT THIS MEANS:

Student organizations receiving this letter have recently operated in a manner that has not violated the University's December 2, 2019, directive, and thus remain as a University recognized organization. However, the zero-tolerance policy articulated in December 2019 will be extended through Spring semester 2022.

In addition, any future significant violation of Greek specific rules or Code of Conduct violations will result in the cancelation of the entire FSL community at Bloomsburg University. Specific violations that will trigger the termination of the program are, violations¹ of the:

1. Greek recruitment process. This provision includes both prospective and retroactive members, including a finding that any organization has members who are or were ineligible at the time of their induction into the organization.
2. Alcohol. Alcohol violations include the prohibitions articulated in the Student Code of Conduct and the specific prohibitions relating to organizational parties.
3. Hazing. As defined in the Student Code of Conduct and Pennsylvania Statute.
4. Failure to Comply. In addition to the definition set forth in the Student Code of Conduct, this provision shall specifically include any circumstance where if an organization more likely than not lied, mislead, were not fully cooperative with or violated confidentiality of any University sanctioned investigation or inquiries of any member, group or organization.
5. Infectious disease control provisions. In the past year, the Commonwealth and nation have been struggling to slow the spread of Covid-19. To that end, the University has implemented

¹ Individuals identified as violating *any* provision of the Student Code of Conduct shall be assigned violations of those provisions independently of this procedure.

policies and practices designed to increase the safety of all students, faculty and staff. Adherence to these policies is compulsory and expected within the Greek community, including limitations on gatherings, inside and out.

I understand that certain individuals may act without the proper sanction or authority of the executive leadership of the organization. Understanding this, the organization may take safe harbor if it immediately discloses a known violation; identifies the responsible individual(s); identifies interorganizational discipline and articulates safeguards implemented to avoid future violations. My leadership team and I will consider these factors when determining the organization's future.

Finally, I am prohibiting students from affiliating with derecognized groups. I strongly advise you to implement some measure of self-governance in assisting the University in this endeavor.

The goal of this unprecedented step is to acknowledge the contributions of the Greek community within the greater Bloomsburg area, strengthen the bonds between membership and the University, and preserve the positive impact your organizations have upon your education. These goals cannot be met without your swift and strong leadership. I am empowering you to take the reins, to partner together amongst yourselves and with our University leadership, and help strengthen our campus community for the benefit and safety of all our students.

Sincerely,

Dr. Bashar W. Hanna

President, Bloomsburg University