

What is Hazing?

ZTA HAZING POLICY

Zeta Tau Alpha does not condone any form of hazing by any member, new member or alumnae member. Such activities conflict with the Fraternity's ideals and traditions and project a negative image of the organization. ZTA collegiate chapters must develop new member programs that reflect the true meaning and high standards of sisterhood. These programs must not demean, embarrass or endanger members or new members. Chapters who do not abide by this policy will be placed on National Probation, which can lead to chapter's charter being revoked.

FIPG HAZING POLICY

Zeta is a member of FIPG, Inc. and all members must follow FIPG, Inc. policies.

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Hazing activities are defined as: "Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy, or the regulations and policies of the educational institution or applicable state law."

STATE HAZING POLICY

(Find each state's policy on www.stophazing.org)

UNIVERSITY HAZING POLICY

(Search your University Web site or ask your Greek Advisor what your university's policy states)

WHO CAN YOU TALK TO?

If you have lingering questions after a *My Sister, My Responsibility* workshop;
If you want further information about hazing;
If you need to talk about something happening in your chapter or on your campus;

1. Contact your new member advisor, general advisor or Province President.
2. You can call International Office at 317-872-0540 if you are not comfortable discussing the issue with women who work with your chapter.
3. If you are uncomfortable speaking to a ZTA about the activity, you may call the Greek Hazing Hotline at 1-888-NOT-HAZE (888-668-4293).

Zeta Tau Alpha

THE CREED

By Shirley Kreason Strout

To realize that within our grasp, in Zeta Tau Alpha, lies the opportunity to learn those things which will ever enrich and ennoble our lives; to be true to ourselves, to those within and without our circle; to think in terms of all mankind and our service in the world; to be steadfast, strong, and clean of heart and mind, remembering that since the thought is father to the deed, only that which we would have manifested in our experience should be entertained in thought; to find satisfaction in being, rather than seeming, thus strengthening in us the higher qualities of the spirit; to prepare for service and learn the nobility of serving, thereby earning the right to be served; to seek understanding that we might gain true wisdom; to look for the good in everyone; to see beauty, with its enriching influence; to be humble in success, and without bitterness in defeat; to have the welfare and harmony of the Fraternity at heart, striving ever to make our lives a symphony of high ideals, devotion to the Right, the Good, and the True, without a discordant note; remembering always that the foundation precept of Zeta Tau Alpha was Love, "the greatest of all things."

MISSION STATEMENT

The mission of Zeta Tau Alpha is to make a difference in the lives of our membership by developing the potential of each individual through innovative programming which emphasizes leadership development, service to others, academic achievement and continued personal growth for women, with a commitment to friendship and the future based on the sisterhood, values and traditions of the past.

PURPOSE

The purpose of Zeta Tau Alpha is to intensify friendship, promote happiness among its members, to perform such deeds, and to mould such opinions as will conduce to the building up of a purer and nobler womanhood in the world.

OPEN MOTTO

Seek the Noblest



my sister my responsibility

A Conversation About Positive Membership Education: Personal Commitment Form

Name: _____

Date: _____

What is your personal commitment to stop or prevent hazing within the chapter?

What is your personal commitment to positively contribute to new member education?

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Living the Mission and Values: Individual Values Worksheet

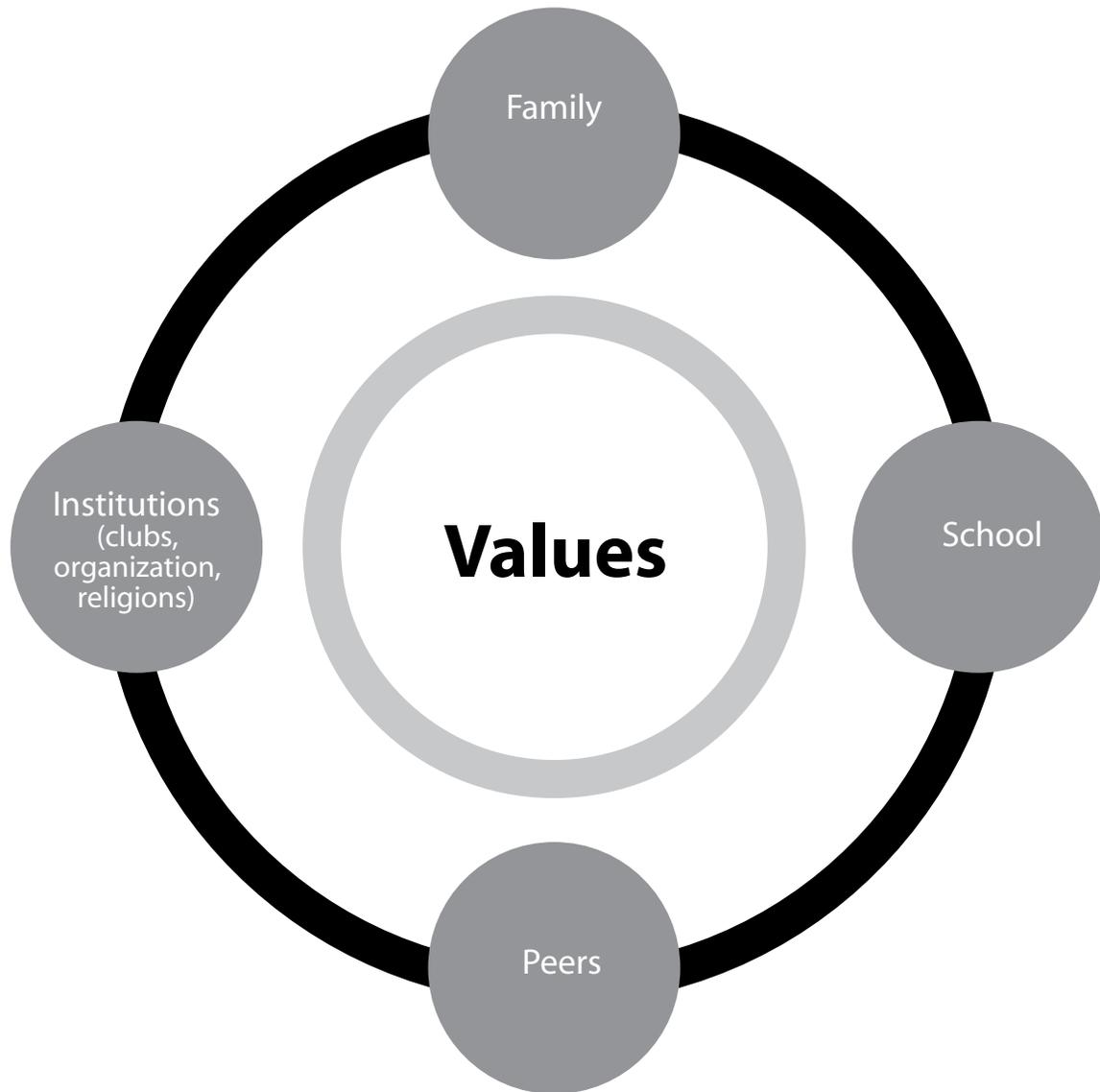
Accountability (answerable for actions, reliable)
Achievement (attaining goals, fulfillment)
Advancement (progress, promotion)
Adventure (new experiences, challenges, risks)
Balance (managing all tasks well) Involvement (in some goal or experience)
Belonging (association, fellowship, relationships)
Change (variety, new challenge)
Community (association, similar interests, support)
Compassion (empathy, consideration)
Competitiveness (to be the best, viability)
Confidence (trust, self-belief)
Cooperation (teamwork, collaboration, mutual aid)
Creativity (new ideas, visionary, imagination)
Decisiveness (steadfast, determined, focused)
Democracy (freedom, independence, social equality)
Diversity (value differences, different perspectives)
Efficacy (effectiveness, high value, worth)
Efficiency (competence, accuracy, good use of time)
Ethical Practice (fair, principled, honorable)
Fairness (equity, honesty, impartiality)
Fame (renowned, distinction)
Family Happiness (close relationships, get along)
Flexibility (adaptability, resilience)
Friendship (close relationships with others, fellowship)
Health (physical and mental well-being)
Helpfulness (supporting others, improving community)
Honesty (integrity, candor, openness)
Inclusiveness (involving others)
Independence (self-sufficient)
Inner Harmony (being at peace, tranquility)
Integrity (honesty, sincerity, walk the talk)
Involvement (in some goal or experience)
Knowledge (intelligence, observation)
Learning (wisdom, active scholarship)
Loyalty (allegiance, patriotism)
Money (wealth, salary)
Order (organized, structure, systematic)
Peace (harmony, calmness, serenity)
Personal Development (individual growth)
Pleasure (fun, enjoyment, satisfaction)
Power (importance, authority, influence)
Purpose (mission, ambition, goals)
Recognition (acknowledgement, discovery)
Respect (honor, reverence)
Responsibility (maturity, follow-through)
Security (safety, protection)
Self-Awareness (perceptive, clear thought)
Self-Actualization (be the best you can be)
Service (assistance, charity, civic responsibility)
Social Awareness (understanding of others)
Spirituality (devotional, faith)
Tolerance (open-mindedness, acceptance)
Tradition (belief, custom, practice, ritual)
Trust (belief in other, assurance, conviction)
Vision (foresight, ideal, conceptual)

Others:

My Top Five

- 1.
- 2.
- 3.
- 4.
- 5.

Living the Mission and Values: Model of Values Development



Why I Am a ZTA: Is It Hazing Or Not?

Behavior	Do you consider it hazing? Yes or No	Is it consistent with ZTA values? Yes or No
1. You are a new member on a large campus, and each time you encounter an older member it is suggested that you stop and introduce yourself.		
2. As a chapter officer, you expect that the new members will kidnap you, tie you up, and drop you off at a fraternity house as part of a chapter tradition.		
3. All members must complete 50 hours of community service during the school year.		
4. Members of the intramural athletic team perform calisthenics at practice or before a game.		
5. While participating in a chapter activity, you lose your pin and are required to sing a song in front of the chapter to get it back.		
6. New members are encouraged to participate in a drinking game with upper classmen that involves reciting historical information about the organization.		
7. Chapter leaders yell and berate new members in a line-up as a means of addressing poor performance before recruitment.		
8. Chapter members participate in a semester-long scavenger hunt in order to find out information about academic success resources on campus.		
9. Members are required to sit by "pin-number" in meetings with all legacies on the front row.		
10. Senior members from the house participating in a chapter holiday activity, remove lawn ornaments from yards in another neighborhood as a part of a class holiday decorating contest.		
11. As a new member you are required to use the back door to enter the house.		
12. New members who are a part of a competitive dance team must perform calisthenics as part of their training.		
13. Officers require members to weigh-in before recruitment for placement purposes.		
14. New members are scheduled to meet for pledge tests and or activities during the school week.		
15. Older members are tied up and rolled in the mud by new members.		
16. New members are required by leadership to drink something as a part of a new member activity.		
17. New members are required to introduce their dates to older members at all date-party functions.		
18. All members are required to attend Founder's Day activities.		
19. New members are required to setup and cleanup equipment at chapter activities.		
20. Members who are involved in alcohol-related incidents at chapter activities are required to complete an alcohol awareness program on campus.		

Why I Am a ZTA: My Values Facilitator Chart

Value	Mine (rank order: 1= high to 10 = low)	Chapter Ranking	What ZTA Value (from The Creed) Corresponds <i>Examples</i>
Individual Integrity			<i>To be true to ourselves, to those within and without our circle</i>
Community			<i>To think in terms of all mankind and our service in the world</i>
Public Image			<i>To have the welfare and harmony of the Fraternity at heart, striving ever to make our lives a symphony of high ideals, devotion to the Right, the Good, and the True, without a discordant note</i>
Sense of Accomplishment			<i>To be humble in success, and without bitterness in defeat</i>
Inner Harmony			<i>To find satisfaction in being, rather than seeming, thus strengthening in us the higher qualities of the spirit</i>
Long-life Education			<i>To see beauty, with its enriching influence</i>
An Exciting Life			<i>To be humble in success, and without bitterness in defeat</i>
Family Security			<i>To find satisfaction in being, rather than seeming, thus strengthening in us the higher qualities of the spirit</i>
A World of Beauty			<i>To see beauty, with its enriching influence</i>
Positive Attitude			<i>To look for the good in everyone</i>

Use the above values found in The Creed of Zeta Tau Alpha to generate conversation regarding the values that they identified as being most important to them and those of ZTA. Discuss the realities of certain activities that require individuals to possibly compromise their individual values. Refer back to comments made during the discussion related to what is considered hazing behavior and what isn't.

Why I Am a ZTA: My Values Member Chart

Value	Mine (rank order: 1= high to 10 = low)	Chapter Ranking	What ZTA Value (from The Creed) Corresponds
Individual Integrity			
Community			
Public Image			
Sense of Accomplishment			
Inner Harmony			
Long-life Education			
An Exciting Life			
Family Security			
A World of Beauty			
Positive Attitude			

The Heart of the Matter: Hazing Checklist

Hazing Checklist: The following are examples of hazing by category. It is impossible to list all hazing activities, so this list is **NOT** intended to be all inclusive. Measure each new member activity against the definition for each category.

Put a check by the activity that you think does not constitute hazing.

Subtle Hazing: An activity or attitude or an act which ridicules, humiliates or embarrasses.

- Purposely alienating the new members.
- Referring to new members in a demeaning manner "pledge".
- Silence periods.
- Any form of demerits.
- Initiates writing progress reports on new members.
- Requiring new members to address initiated members in a different manner.
- Scavenger hunts for meaningless objects.
- Phone duty or house duties, if only assigned to new members.
- Requiring new members to carry paddles, special objects that initiated members don't carry.
- Deprivation of privileges.
- Withholding the date of initiation or big sister revealing.
- Not allowing new members to wear Greek letters.
- Requiring members to complete signature books.

Harassment Hazing: Anything that causes mental anguish or physical discomfort which confuses, frustrates or causes undue stress.

- Drawing any unnecessary attention to new members through a form of critique or criticism.
- Scaring new members with what might happen at initiation.
- Dark room interrogations.
- Any form of questioning under pressure or in an uncomfortable atmosphere.
- Verbal abuse.
- Personal servitude.
- Moving into the house/suite/residence hall for inspiration week and sleeping on the floor.
- Requiring new members only to wear ridiculous costumes or special clothing.
- Requiring new members to perform ridiculous activities.
- Requiring new members to enter through the back door or not allow them to enter to see certain parts of the house/suite/residence hall.
- New member skit nights with demeaning and crude skits and poems.
- Holding any type of mock pre-initiation with new members.
- Refusing to allow time for good grooming.
- Withholding grooming and personal hygiene.
- Requiring new members to memorize irrelevant information about initiated members.
- Yelling at new members.

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The Heart of the Matter: Needs of a New Member

How does our chapter, either locally or nationally meet the needs of a New Member
by what we provide during membership?

Needs:

- To be accepted
- To be informed
- To be supported
- To learn about the Fraternity
- To be respected
- To participate and be involved

What do we provide?

What could we provide?

The Heart of the Matter: Needs of an Initiated Member

How does our chapter, either locally or nationally, meet the needs of an Initiated Member
by what we provide during membership?

Needs:

- To be accepted
- To be informed
- To be supported
- To learn about the Fraternity
- To be respected
- To participate and be involved

What do we provide?

What could we provide?

The Heart of the Matter: Suggestions to Improve New Member Programming

1. Plan a weekend or overnight retreat for all members spending time getting to know each other and having fun.
2. Involve members in planning their own activities.
3. Plan a barbecue with another Greek chapter or ZTA chapter.
4. Plan a gathering with local alumnae.
5. Attend a campus event together.
6. Sponsor a blood drive.
7. Plan a philanthropy gathering.
8. Focus on fraternal components and plan interactive educational sessions with new members. (flower, jewel, history, Founders). Consult the resources for the sisterhood Chairman for ideas.
9. Visit a day care or nursing home
10. Invite a speaker to talk about a pertinent chapter issue.
11. Invite an alumna to talk about her favorite chapter memories.
12. Adopt a faculty member and host a faculty reception.
13. Host an appreciation party for chapter advisors and corporation board members.
14. Hold a "movie night" with the chapter.
15. Go roller skating or bowling together.
16. Request resource information from your national organization.
17. Host a sisterhood circle by passing the gavel to share your feelings about each other.
18. Host a theme dinner in costume.
19. Divide into groups and write chapter chants and songs relating to the sorority.
20. Conduct a food drive for the needy.

I HAZED

I

IDENTIFY

Identify hazing activities.

H

HELP

Get help. Who and what are your best resources and allies to help with anti-hazing activities?

A

ALTERNATIVES

Develop a list of 20 specific examples of non-hazing related activities.

Z

ZEN

Keep it simple. Keep it possible. Keep it realistic. Focus on small wins.

E

EDUCATE

Discuss how to effectively frame change and who to educate.

D

DECIDE

Simply decide to be an agent of change.

Bystander Framework: Terms and Definitions

Bystander Effect

Perhaps the most famous of all bystander cases is the Kitty Genovese case in the New York borough of Queens. Not only did bystanders not intervene when she was attacked, sexually assaulted and ultimately stabbed to death, but many misinterpreted her screams and the attacker Winston Moseley's actions as a lovers' quarrel and none of their own affair. Moseley was a sick man and just wanted to target any woman for his own brutal gratification.

Since then, the term "bystander effect" has been used to explain why the more people there are observing a crisis, the less chance those seeing it will correctly interpret what is happening and take action.

Groupthink

Famous Yale University psychology professor Irving L. Janis originally applied this term to the actions of political cabinet members who are unlikely to come together to challenge their leader's actions or decisions in the interest of keeping their group's camaraderie undisturbed.

The term works well when describing chapters that indulge in reckless hazing behaviors during pledging. Such chapters seem emboldened the more times they haze or if they have even gotten away with such "traditions" for years. These display near-delusional feelings of invincibility, thinking that all will survive even the most dangerous acts such as belting down the contents of a bottle of alcohol, and they will disregard their national organization's moral qualms and edicts about hazing in the interest of keeping the chapter's harmony intact. After a new member is put in harm's way and actually harmed, groupthink frequently ends in denials or even cover-ups, most commonly referred to as a wall of silence.

Pluralistic Action

Sociologists employ this term in regard to college students when students think their peers probably perform risky behaviors more than they do and/or that everyone in one's chapter thinks that doing something risky is just the normal course of things.

Bystander Framework: Skit Script

Cast of characters:

- One female to play older, working-class mother (**Marge**)
- One younger-looking female to play the role of gymnastics team rookie (**Libby**)
- One female dressed as a male to play hazer on gymnastics team (**Jared**)
- Two females to play hazers on the gymnastics team (**Mary** and **Trish**)

*Libby is seated alone on a chair. Mother, **Marge**, watches her from a little distance, worried to the point of collapse.*

Marge (*approaches audience*): Three weeks Libby's been like this, not talking, not eating. I hardly recognize my daughter. She's lost 15 pounds. Every night I go to bed crying, scared my little girl might do something ... might harm herself.

Marge *strides up to her daughter*: Libby—no more. You tell me what's troubling you.

Libby: Forget it, Mom. I'll be ok.

Marge: Whatever it is it can't be that terrible. Some guy break your heart? You get cut from the gymnastics team? What, what? It isn't normal for a 14-year-old to sulk around the house like this.

Libby: I've been skipping school, Mom. OK? You happy now you know?

Marge: Ditching school? Why? Lib—why?

Libby: It's the halls, Mom. The stares. The whispering. Everyone knows.

Marge: Knows? Knows what?

***Marge** and **Libby** freeze. From upstage come two female gymnastics team members (**Mary** and **Trish**) and one young man (**Jared**). They come in view, laughing and talking. Then they freeze. **Libby** walks up to them. **Mary, Jared, Trish** stay frozen, as does **Marge**.*

Libby (*addressing them in turn*): You—you took my ... bubblyness from me. You—you took my happiness. Yes, yeah. I was naive and so what? Did you have to make me grow up so soon, so quickly? Did you have to take my dignity?

*She approaches the male. **Jared** extends his hands as if imploring her forgiveness. **Mary, Trish** and **Marge** stay frozen.*

Libby: No, no (*to **Jared***). You can't take back an action once it's done. You taught me that—I got to live with it now. (*to **Mary***) You can't give me back my innocence. You took that.

Mary: It was only an initiation. As a rookie I went through it.

Jared: How were we supposed to know you'd—you'd been so sheltered before?

Libby: Initiation? Try criminal hazing—that's a better term. Or maybe sexual assault? (*She speaks sadly—without vindictiveness*). Yeah, try that term on for size—both of you. Try getting into college. Try getting a decent job. How would it feel to go on a sex offender's list when you're only 17 or 18—seeing your name in shame on the Internet. How about the guys and girls in six cars who were watching what you had me do? Ask me about shame, ask me. I know. The halls are full of my shame.

Libby freezes.

Trish: Look at her, the little sanctimonious prude. Look at her.

Jared (*quietly but firmly*): Shut up. Just shut up. (They leave.)

Marge (*watches them leave and approaches audience*): How ... do ... I ... get ... her ... back? (*She goes to Libby, comforts her, and walks off.*) I didn't know. I didn't know.

Confronting Informal Hazing: Case Study

Anna is a relatively new member of your chapter. In recent weeks, she has been suggesting that your chapter needs to make it a bit more challenging for a woman to be an initiated sister. You have the feeling that she would like to see your new member education mirror some of those chapters on campus that sometimes cross the lines into hazing.

Anna lives with two other chapter sisters off campus in an apartment. Last night, Anna and her roommates rounded up three new members who were then taken back to Anna's apartment and told to clean the place top to bottom. Anna and her roommates had been sure to let the place get pretty dirty in the week prior, so there was a lot of work to do.

When another sister questioned what Anna had done, she said that the new members volunteered to help her clean and that whole thing was a way for the initiated sisters to get to know these three new members. Anna thinks the chapter should do more things like this to make the new members appreciate the benefits of sisterhood.

Group 1: In your role play, Anna is going to adamantly and passionately defend hazing as the very best way to bring new sisters into the chapter.

Group 2: In your role play, Anna is going to try to downplay the whole incident as "no big deal" and get a little annoyed that you're making a big deal about it.

Group 3: In your situation, Anna is going to cry and apologize. She wants to enlist your sympathy because she knows she did something wrong. She is getting very emotional because she knows she's in trouble.

Group 4: In your situation, Anna launches personal attacks against you. She tries to divert attention from the situation by suggesting that you are a worse sister than she is and that you have no right to be confronting her.

Group 5: In your situation, Anna changes the subject and uses this situation to complain about the lack of sisterhood in the chapter. She tries to justify her actions as a reaction to problems in the chapter.

Group 6: In your situation, Anna reveals some personal problems she is having and uses this as an excuse for her behavior.

Legal Aspects of Hazing: Case Study

Sorority chapter closes after hazing incidents

*The name of the sorority has been changed to Alpha Beta Gamma. All source names have been changed.

Springfield News-Leader // January 16, 2008 // By Steve Koehler

A Missouri State University sorority was disbanded for playing drinking games, leaving blindfolded women in a cemetery, and forcing a woman to get an application from a strip club.

The national council for Alpha Beta Gamma yanked its charter, shuttering the local chapter for four years and leaving about 50 members to find a new place to live. It is reportedly the first MSU sorority forced to close.

Complaints about the chapter surfaced in mid-November after someone reported seeing a woman wearing the sorority's name being led blindfolded into a house. The investigation that followed focused on allegations of hazing, drinking and student conduct violations.

The sorority, which had been on campus since 1945, had about 140 members including the 54 who lived in three-story brick house on Main Street. The decision to revoke the charter means that new members will lose the \$800 each paid in fees and can't pledge with another sorority.

Mary Smith, a sophomore member of the sorority, said MSU and the chapter's national governing board "ruined us" over minor incidents.

"We didn't think at all that we'd be kicked off for anything so petty," said Smith. "We didn't feel what we had done was that big a deal. What happened (to us) we didn't deserve."

University officials disagree.

Leslie Lane, assistant director of student activities for fraternity and sorority life at MSU, said the incidents were severe. "I don't believe at all that these are minor things," she said. "Blindfolding women and leaving them in a cemetery is hazing."

Other allegations ranged from taking blindfolded women to a cave and to the basement of a house where they were interrogated. Pledges who refused the hazing were verbally abused, Lane said.

"The possibility of injury both mentally and physically is present," she said.

Katie Karroll, a sophomore member of the sorority, pointed out that about 50 of the 60 prospective members involved in the incidents stayed with the sorority after the initiations. That fact, she said, shows that what took place wasn't that bad. "It wasn't like they had to jump off a cliff," she said. "It was all in good fun."

Karroll said the group's national governing board and MSU acted too harshly over "little things."

"What we did they considered hazing but we didn't. It wasn't considered that. We didn't believe it was hazing," Karroll said. "No one complained."

Drinking

In one incident, the sorority reportedly held an unregistered event — or "walk-off" — with over 40 members traveling to a rural site. At that event, alcohol was consumed and drinking games were played, which is against conduct rules.

Karroll said drinking by members — which she said included some minors — was done off-campus at an informal party.

Legal Aspects of Hazing: Case Study

"A bunch of us were hanging out," Karroll said. "It was not in the house. In our eyes, we tried to keep everything as clean as possible. We don't drink in the house or do anything in the house. All Greeks drink when underage. We never did it irresponsibly."

Smith said that underage drinking is common.

"Anyone knows college and high school kids drink," she said. "The (Greek) rules don't go with the times there are now. They're outdated."

Jim Jacobs, associate dean of students, said rules regulating fraternity and sorority activities apply whether events are inside the house or off campus. He said alcohol is banned from new-member events.

A check of Springfield police records shows seven criminal reports from the house since October 2006, including three for liquor violations.

Investigation

The initial report of a blindfolded woman wearing the Alpha Beta Gamma clothing being led into a house, triggered the two-month investigation.

University officials contacted the sorority leaders about the report and were told that the members involved had been disciplined.

However, Jacobs said, the university quickly learned of other incidents involving the sorority. "Information started tumbling into the university and what we were hearing was serious," he said.

MSU officials contacted the national headquarters of the sorority with their concerns. The national group owns the building on MSU's campus and sent officials to investigate.

Last week, the national office revoked the charter for the local sorority. The chapter appealed the decision to revoke the charter but was unsuccessful.

"The decision to close the chapter for failure to comply with national policies was made by the executive council of Alpha Beta Gamma," according to a news release. "The closing of the chapter is not an easy decision. We value the contributions ... members have made over the years and when conditions are appropriate for our return, Alpha Beta Gamma will actively seek the opportunity to become a productive and viable chapter at Missouri State University." National leaders would not comment to the News-Leader about the incident.

Bill Brinker, whose daughter was in the sorority, said he talked to MSU officials and national board members during their campus visit last week.

Brinker said the rules regulating sororities may be too intrusive. He pointed out that members are in trouble for having a party at a beach house with both members and non-members.

"Where do you draw the line and stop regulating the girls' lives away from the sorority?" he asked.

Suspension

Shortly after the investigation got underway, MSU informed the sorority that it was suspended as a student organization. That meant it could not engage in any social or recreational activities or recruit any new members.