

HAZING PREVENTION

PI KAPPA PHI  RESOURCES

PHILOSOPHY OF THE ORGANIZATION REGARDING HAZING

Pi Kappa Phi Fraternity is a values-based membership development organization that focuses on building brotherhood through character enhancement, leadership development, academic achievement, commitment to service, lifelong friendship and social experiences. The Fraternity's purpose and aim is to promote fellowship and mutual trust among its members, and Pi Kappa Phi fundamentally believes hazing prevents individual members and chapters from exemplifying these characteristics of brotherhood.

Striving to be a responsible member of the higher education community, Pi Kappa Phi is highly concerned about any activity that could be considered mentally, physically, or emotionally unsafe. Our Fraternity believes very strongly in the betterment of men through our chapters. Our organization upholds the following philosophy specifically related to hazing:

- The Fraternity is unequivocally opposed to all acts of hazing and expects our members to follow the laws across the United States that have made hazing illegal.
- As an organization founded on the principles of friendship, the Fraternity expects that all members treat each other with dignity and respect, regardless of their membership classification or level of seniority within the organization.
- The Fraternity supports and enhances the mission of the institutions where we are present through application of relevant student development theories.
- As a subset of the campus community, the Fraternity collaborates with the host institution to address the problem of hazing.
- The Fraternity works to address the underlying causes of hazing, and not simply the observable behaviors. As such, Pi Kappa Phi utilizes a comprehensive educational approach that reinforces the Fraternity's concern for human dignity and mutual respect among its members.
- Through education, training, and mature adult guidance, we provide the tools to help students make good choices, and to understand the consequences of their choices. The organization will hold chapters and individual chapter members accountable for the choices they make.
- The Fraternity expects personal responsibility from its members and accountability through local self governance within the boundaries established by Pi Kappa Phi's Constitution, Supreme Laws, and National Council policies.
- The Fraternity follows a consistent and progressive discipline strategy with our chapters. When a member or subordinate chapter is unable to conform to the expectations of Pi Kappa Phi, however, the conduct process may determine that they should no longer share in the privilege of participating in the Fraternity.
- We are concerned for the safety, well being, and dignity of our members.

PI KAPPA PHI FRATERNITY'S HAZING POLICY

No chapter, associate chapter, student, alumnus, or volunteer shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. 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 that 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 that are not consistent with academic achievement; fraternal law, ritual, or policy; the regulations and policies of the educational institution; or applicable state law."

WHAT IS HAZING?

Hazing is any action taken or situation created intentionally...

- ▶ That causes embarrassment, harassment or ridicule
- ▶ Risks emotional and/or physical harm
- ▶ To members of an group or team
- ▶ Whether new or not
- ▶ Regardless of the person's willingness to participate

Still confused? Ask yourself these questions:

- ▶ Would I feel comfortable participating in this activity if my parents were watching?
- ▶ Would we get in trouble if the Dean of Students walked by?
- ▶ Am I being asked to keep these activities a secret?
- ▶ Am I doing anything illegal?
- ▶ Does participation violate my values or those of my organization?
- ▶ Is it causing emotional distress or stress of any kind to myself or others?
- ▶ If someone were injured, would I feel comfortable being investigated by the insurance carrier?
- ▶ When I apply for jobs, can I take the onus of having a criminal arrest on my record?

HAZING WARNING SIGNS

While some activities are easily defined as hazing, others are not. Answering the following questions will help you decide whether the activity in question is an appropriate new member education activity.

- ▶ Is this activity an educational experience?
- ▶ Does this activity promote and conform to the ideals and values of the fraternity/sorority?
- ▶ Will this activity increase feelings of friendship between new and initiated members of the chapter?
- ▶ Is it an activity that new and initiated members participate in together?
- ▶ Would you be willing to allow parents to witness this activity? A judge? The College/University President?
- ▶ Would you be willing to defend the merit of this activity in a court of law?
- ▶ Does the activity meet both the spirit and letter of the standards prohibiting hazing?

If you answer "no" to any of these questions, it's probably hazing!

HAZING PREVENTION WEBSITES

Hank Nuwer's Unofficial Clearinghouse to Track Hazing Deaths & Incidents

<http://hazing.hanknuwer.com>

HazingPrevention.org

<http://hazingprevention.celect.org>

Hazing Law

<http://www.hazinglaw.com>

Stop Hazing

<http://www.stophazing.org>

CAMPUSPEAK, Inc.

<http://www.campuspeak.com/programs/hazing>

Willis HRH

http://www.kirklin.com/Educational_Resources/Risk_Management_Resources

101 NON-HAZING ACTIVITIES FOR NEW MEMBERS

1. Participate in a leadership retreat/weekend with a ropes course and teambuilding activities
2. Incorporate teambuilding activities into the regular meetings of the new member class and solicit the participation for the chapter leadership
3. Develop a community volunteer service project for the chapter to be performed on a regular basis
4. Create a senior recognition ceremony, demonstrating the continued involvement of members and commitment to the organization
5. Sponsor/host a career skill development and planning workshop for all members (can be held in conjunction with resources available on campus)
6. Attend an educational speaker as a chapter with the new member class, process and discuss what was presented as a large group
7. Institute a book club focused on leadership and growth, comprised of all members of the chapter
8. Invite faculty members to lunch with new members
9. Have a discussion facilitated by a chapter advisor, Fraternity representative or chapter officer in relation to the values and purpose of the organization
10. Sponsor or host a study skills workshop for the chapter membership (can be held in conjunction with resources available on campus)
11. Host an alumni speaker each week for formal dinner and/or chapter meeting
12. Host and plan an arts and crafts/construction session, contracting items for needing organizations
13. Participate in a recruitment retreat and/or workshop with the entire chapter membership
14. Invite officers of the IFC/PHC or the undergraduate leaders of the Greek community to speak about governance, involvement and relationships of the community
15. Invite the Greek Affairs advisor to speak about the resources available from his/her office
16. Host a dinner and movie for the new member class and/or the chapter membership
17. Shadow an officer of the chapter and assist in the planning/execution of a program/event
18. Shadow an alum/advisor in your field of study to generate better relationship among constituents of the chapter and yourself
19. Develop semester/annual goals and objectives for the chapter and a series of action plans and strategies for accomplishing these benchmarks
20. Plan and execute a fundraiser to help offset initiation cost and membership fees
21. Include all new members in chapter meetings or a portion thereof
22. Include all new members in regular programming and activities
23. Host/sponsor a speaker on health and fitness
24. Encourage members to become involved in activities in the community and campus outside of the organization
25. Evaluate the new members process, before, during, and after (ask for the opinions of constituents and those outside the organization)
26. Host a father's weekend
27. Host a mother's weekend
28. Host a family and friends weekend
29. Ask a representative from the National Headquarters and/or advisor to provide a presentation or information on available programs and resources
30. Host a discussion on the finances of the chapter and the breakdown of each expense, facilitating conversation on the dues to the IFC/Greek Council and National Headquarters
31. Attend/host a IFC/PHC/NPCH/NALFO or Greek Council meeting
32. Participate in Greek community sponsored events (athletic events, speakers, and philanthropy projects)
33. Review parliamentary procedure, its purpose and necessary areas of use
34. Work with University/College involvement/leadership programming to develop a presentation and discussion on motivation and group dynamics

35. Host/sponsor a presentation from the University/College alumni association and/or Foundation to encourage involvement in host institution after graduation
36. Host a certified instructor to administer the Meyers-Briggs Personality Type Inventory
37. Ask a faculty member or University/College staff to provide a presentation on ethical decision making
38. Ask a faculty member or University/College staff to provide a presentation/discussion on diversity
39. Host/sponsor a campus health educator to provide a presentation on suicide, eating disorders, depression, sexual assault, and other health issues
40. Create and execute an alumni pen pal or writing campaign among the members
41. Discuss risk management liability with the University/College legal counsel
42. Brainstorm new methods of positive recruitment and education
43. Host an all campus/community event to "meet the members"
44. Encourage new members to play on the chapter intramural teams
45. Schedule a weekend each season devoted to the maintenance and up keep on internal and external facilities, invite parents and alumni to help
46. Develop an academic incentive program for new members and the entire chapter membership
47. Conduct regular roundtable, candlelight, gavel pass ceremonies
48. Host/sponsor a speaker on the history of the Greek organizations
49. Brainstorm new methods for improving scholarship performance of members
50. Attend a campus performance or athletic event chosen by the new member class
51. Host a speaker from the campus library to provide information regarding effective research methods
52. Hold a discussion regarding membership standards and expectations
53. Participate and attend regional and national leadership programming of the Fraternity
54. Participate and attend local leadership programming of the University/College
55. Utilize case studies on hazing and risk management to discuss positive methods of development and additional alternatives
56. Write a letter to the founders stating your thoughts of the organization, make a copy for yourself
57. Write a letter to a mentor thanking them for their guidance and leadership
58. Write a letter to yourself to be mailed in two months or upon a major event stating your goals, aspirations, thoughts, feels, and hopes for continued development
59. Conduct an executive board meeting with open and encouraged attendance of chapter members
60. Conduct a joint meeting of the chapter executive board and the new member class officers
61. Host/sponsor the University/College president to speak about the campus and his/her role and understanding of the Greek community
62. Host/sponsor a speaker from the University/College career development/planning center
63. Host/sponsor a faculty recognition dinner
64. Create and develop an event with a non-Greek organization on campus
65. Host/sponsor CPR and FIRST AID certification for all members of the chapter
66. Host/sponsor a city council representative and/or Mayor to speak to the chapter
67. Encourage members to register to vote
68. Host/sponsor a financial advisor to discuss credit and personal finances
69. Produce an educational project researching the founding and evolution of the organization
70. Encourage members to write an editorial essay on thoughts from the book "Wrongs of Passage," by Hank Nuwer
71. Host/sponsor a domestic abuse speaker with another organization on campus
72. Develop and create an alternative spring break program for all members
73. Recognize positive contributions to the chapter from alumni members, parents and volunteers
74. Recognize the positive contributions of 1 member in each class year
75. Encourage members who attend local, regional and national leadership programming to provide testimonials and speak of their experiences

76. Conduct a chapter fundraiser to sponsor a member to attend UIFI, FuturesQuest, or Leadershape
77. Hold a discussion on the symbols and insignia of the organization
78. Research and review publications and materials from other organizations to learn of resources and programs each provides
79. Develop and create a parents alliance for the chapter membership
80. Dedicate a weekend to clean, repair, and refurbish any and all ritual regalia and equipment
81. Encourage new members to schedule at least 1 hour each day for personal development and reflection
82. Host/sponsor a campus health professional to discuss personal fitness and dietary facts
83. Dedicate an evening to officer transition and election for the new member class. Ask each chapter officer to provide a 5 minute testimonial on their role and responsibilities
84. Identify a chapter gift for the University/College and begin to allocate the proper budgeting
85. Eliminate the creation of pledge class paddles, mugs, nick names, canisters, etc.
86. Host/sponsor a speaker on etiquette
87. Gather once a week for dinner and lunch in a formal dining hall
88. Invite chapter advisors to new member meetings
89. Visit the National Headquarters as a chapter and/or new member class
90. Partner with a local service organization/altruism to support throughout the year
91. Host/sponsor a sorority recognition week in conjunction with Women's awareness month
92. Recognize a member of the week or MVP throughout the semester, who receives a special badge, medallion or specific artifact of the chapter
93. Celebrate the birthdays of members in the new member class with a jointly signed card
94. Encourage the consistent practice of thank you cards and correspondence of members to all constituents
95. Develop a new member class journal with pictures and inspirational quotes to capture the experience and thoughts of the class
96. Develop a mentoring program with a local elementary school, where members visit once a week to spend time with their designated student
97. Visit local retirement center and volunteer service to the staff and simply spend time with the residents
98. Develop and construct a neighborhood and community relationship plan, fostering good relationships among neighbors
99. Donate clothing and food to local pantries and shelters
100. Meet with local alumni to learn of their experience and speak of the current happenings of the chapter
101. Host/sponsor a BBQ and welcome reception for international students