

## **Kappa Alpha Theta COB New Member Education Plan – Fall 2023**

### **Anti-Hazing Statement:**

The Following is taken from Kappa Alpha Theta Fraternity Bylaws, Article I, Section 4: “Hazing or mock initiation of any kind is forbidden.”

Kappa Alpha Theta seeks to promote a high standard of excellence in all aspects of Fraternity life and prides itself on acting as a leader within the Greek community. Risk prevention policies are in place to protect our Fraternity’s rich history, but more importantly, the well-being of our members. The goals of Kappa Alpha Theta membership include, but are not limited to: the preparation of a woman to accept the responsibilities of Fraternity membership and the encouragement of a woman’s personal development to meet the demands of a mature life. In accordance with these goals, Kappa Alpha Theta does not tolerate any acts that may be constituted as hazing.

Hazing can be defined as subjecting a person to an activity which endangers or is likely to endanger the health or safety of a member or which tends to humiliate, embarrass, or cause personal discomfort regardless of one’s willingness to participate in such activity.

Hazing violates Kappa Alpha Theta Fraternity laws, FIPG and Fraternity insurance carrier policies and may violate local, state, province, university or college rules and regulations. Hazing is a severe risk prevention concern and is subject to legal consequences, including criminal liability in many jurisdictions. Risk prevention means more than keeping members safe at social events; it means maintaining safety throughout all aspects of chapter membership. Kappa Alpha Theta seeks to promote an environment that is physically and emotionally safe at all times.

Hazing, in any form, will not be not tolerated. Hazing may result in chapter and member discipline, including termination of membership.

### **Chapter’s Hazing Reporting Protocol:**

In the case that someone in the chapter is believed to be hazing, or causing an uncomfortable situation for a New Member, the offense will be brought to the attention of the President, Sarah Mixsell, Vice President Education, Kate Weiss, and New Member Director, Devon Ennis. The three will convene over the matter, and inform the Advisory Board Chairman, Ashley Sciora. The four will discuss the situation further, and determine what the proper response should be and the initiated member(s) in question will likely be called before the Member Development Committee (MDC) for further investigation and internal disciplinary action. If upon investigation it is found that hazing did occur, the case will be brought to the attention of the District Team, and Kappa Alpha Theta Headquarters.

If it is found that hazing is occurring within the chapter, the chapter as a whole will be subject to disciplinary action by Kappa Alpha Theta Headquarters including but not limited to chapter disciplinary probation, membership limitations, chapter charter review and/or withdrawal of the chapter charter.

No activities are mandatory; however, attendance is highly encouraged for a smooth transition into the chapter. If a Weekly Chapter Meeting or Weekly New Member Meeting will be missed, the New Member is expected to notify the New Member Director in advance.

If a New Member is unable to attend a scheduled New Member meeting, the New Member Director will schedule a time with her to review the missed Module, at a time that is convenient for both the New Member and Officer.

All other events and activities are planned for the benefit of acclimating the New Members with the initiated chapter members. All New Members reserve the right to attend or not attend as they so choose.

Lehigh University's Hazing Policy can also be found at: <http://studentaffairs.lehigh.edu/hazing-prevention>. This is an informal resource that provides policy information, how to report hazing, and other useful tools.

## **Events**

New Members will be able to participate in any event the initiated members can sign up for including service opportunities or any charity events.

There will be numerous virtual opportunities for volunteer work alongside initiated members, so as to give every New Member a chance to attend and help the community while getting to know the initiated members in the chapter better. Also, any speakers or events on campus that initiated members are a part of, or the chapter is supporting, will be encouraged opportunities for the New Members to spend time with the initiated members while being involved on campus, outside of the formal member orientation. Initiated members are also encouraged to interact with the New Members on a day-to-day basis.

Every Sunday evening at 6:30pm our chapter meeting is held and the New Members are asked to participate in those meetings.

After pledge service a "When to Meet" survey will be sent to new members asking their availability for study hours. Based on the results of the when to meet survey, we will determine a block of study hours on a set day of the week. We will then announce these hours during chapter and remind initiated members of them each week. This gives new members an opportunity to virtually study with members of their own member class and initiated members. Our goal is to be as flexible as possible with our new members to best accommodate their various schedules. Once these study times are determined, they will be immediately shared with

OFSA and our chapter advisors. Scholarship and time management are priorities, and this can give new members the opportunity to do homework or study in a relaxed environment while at the house or over Zoom getting to know the initiated members.

## **Goals**

Throughout the member orientation process, we hope that the New Members will foster relationships and sisterhood with the women around them while learning about and appreciating Kappa Alpha Theta. Furthermore, we aim to provide New Members with numerous opportunities to engage with campus resources and learn about leadership opportunities inside and outside of Theta. The orientation is an introduction to help our members learn about Kappa Alpha Theta, our values, and help us attain our highest aspirations.

## **Education Schedule**

### **Week 1**

- Bids Given Out
  - Date: Tuesday, September 12, 2023
  - Time: 7:00 pm EST
  - Location: Theta Chapter House
  - PNMs will be offered a bid by the Executive Recruitment Board and Vice President Membership, Spyritoula Xenophontos
- Pledge Service
  - Date: Thursday, September 14th, 2023
  - Time: 7:00 pm EST
  - Location: Chapter House
  - 1st Presenter: Devon Ennis, New Member Educator
  - 2nd Presenter: Kate Weiss, Vice President Education
  - 3rd Presenter: Dani Stokic, Vice President Administration
  - 4th Presenter: Sarah Mixsell, President
- Chapter Meeting
  - Date: Sunday, September 17, 2023
  - Time: 6:30 pm EST
  - Location: Chapter House
- DEI & Widest Influence for Good
  - Date: Sunday, September 17, 2023
  - Time: 8:00 pm
  - Location: Chapter House/Zoom
  - 1st Presenter: Devon Ennis, New Member Educator
  - 2nd Presenter: Kate Weiss, Vice President Education

- 1st Guest Speaker: Molly Landers, Philanthropy Director
- 2nd Guest Speaker: Kyla Branco, Vice President DEI
- New members must complete the online module before this meeting.
- This week we will have our usual new member class meeting: this time on Module #3:

DEI & Widest Influence for Good. This section talks about philanthropy, service, and giving back, along with the benefits of being in Theta and exploring how the new members' values align with Theta's.

- We will invite Molly (Philanthropy Director) who can also discuss service opportunities around campus, and in the Bethlehem community. Also, she will discuss our national philanthropy, CASA. During this meeting, we will ask the new members to reflect on the causes they are passionate about. They will be given time to brainstorm different ways in which Theta can expand our commitment to service and potentially plan a service opportunity themselves.

- This section also talks about the values of Kappa Alpha Theta that commit us to fighting racism, discrimination, and inequity. We will teach our members to push themselves and strive for more. During the meeting, Kyla (VPDEI) will be invited to teach correct terminology and language usage and our DEI initiatives. Following Kyla's talk, members will be given a chance to reflect on their time thus far in Theta and their identity development. We will use this conversation to enable us to continue to hold each other accountable and create an inclusive environment. New members will also be told of all the resources on campus available to them.

## **Week 2**

- **Thetahood Retreat**

- Date: Saturday, September 23th, 2023
- Location: Chapter House
- Time: 9 am EST
- All members of the chapter attend a retreat led by our HR Director, Hannah Lewis including group activities and games
- This is a great opportunity for new members to get to know more sisters in the sorority and bond with the chapter as a whole

- **Chapter Meeting**

- Date: Sunday, September 24, 2023
- Time: 6:30 pm EST
- Location: Chapter House

- **Leadership Potential**

- Date: Sunday, September 24, 2022
- Time: 8:00 pm EST
- Location: Chapter House/Zoom
- 1st Presenter: Devon Ennis, New Member Educator

- 2nd Presenter: Kate Weiss, Vice President Education
- 1st Guest Speaker: Spyrihoula Xenophontos, Vice President Membership
- 2nd Guest Speaker: Dani Stokic, Vice President Administration
- 3rd Guest Speaker: Sarah Jacobs, Vice President Panhellenic
- New members must complete the online module before this meeting.
- We will be going over the fourth module, which is Leadership Potential. Epsilon Rho stands by the quote, "Our members are different: we aren't afraid to stand out, to make a difference together. We are women supporting women, and we inspire one another to be our best selves." Since this philosophy of making a difference together is very important to us, we want to see the new members use their strengths around campus. They will learn about different definitions of leaders and the leadership development opportunities within Theta and at Lehigh.
- Any officers, especially ones who new members haven't met yet (Spyrihoula and Sarah J), who would like to talk more on their position will be welcomed to this meeting to explain why they took a leadership role and give more insight to their position.
- Dani Stokic, VPA, will also be invited to talk about our election process along with Chapterspot and other chapter systems. This will help new members understand how the chapter runs on a deeper level while simultaneously giving them access to the resources we have on an international level. It will prepare them for the transition from a new member to initiated members.

### **Week 3**

- Chapter Meeting
  - Date: Sunday, October 1, 2023
  - Time: 6:30 pm EST
  - Location: Chapter House
- Theta Beginnings Meeting with VPEA and VPO
  - Date: Sunday, October 1, 2023
  - Time: 8 pm EST
  - Location: Chapter House
  - 1st Presenter: Devon Ennis, New Member Educator
  - 2nd Presenter, Kate Weiss, Vice President Education
  - 1st Guest Speaker: Hannah Falatko, Vice President External Affairs
  - 2nd Guest Speaker: Marti Colasurdo, Vice President Operating
  - 3rd Guest Speaker: Sarah Mixsell, President
  - Each new member will be instructed on how to access their new member workbooks, which will be used over the coming weeks for the new member education process. They also receive information on the initiated members in the chapter as well as a calendar of new member activities. They will be instructed to

complete the Personal Information/Biographical form on the Theta website as well. The new member director will discuss with the new member class the importance of time management and will answer all the questions they have about the process. Headquarters has provided us with manuals that specify exactly what will be learned over the new member education period. Kappa Alpha Theta's hazing information is included in the online workbooks and will be discussed at the first meeting. This meeting targets the commitment and accountability portions of the Collaborative Connection foundation of Lehigh University. It will be stressed that while no activities are mandatory, the new members are making an important commitment to the chapter and are encouraged to participate.

- Invited to this meeting is the Vice President Operations, Marti Colasurdo. After the new member orientation module, she will introduce herself and her position. In case of any type of emergency, she is the person to contact first and she will collect their information and signatures on an emergency contact form. Along with risk prevention, Marti will discuss the steps Epsilon Rho takes to promote positive mental health as well as utilizing the Membership Development Committee as a tool for solving any potential problems that may arise and supporting our members through any situation. She will go in depth about what MDC is, how it can be used, and the benefits it has on the chapter as well as the benefits and services it provides for each individual member. Marti will proceed to explain who their elected MDC representative is and how she is also a resource for them. We want to convey that MDC is one of the best resources for the new members throughout education and post initiation.
- At this time the new members will be introduced to Hannah Falatko (VPEA) who will briefly explain how to represent a Theta woman on social media and other online platforms. This is in response to the Panhellenic bylaws regarding behavior on social media.
- President, Sarah Mixsell, will attend this meeting to share what Theta means to her. This week helps the new members get excited to officially be a member of Kappa Alpha Theta. Other seniors will be offered the opportunity to attend this module and speak on their Theta experiences as well.

- Big Little Gifts

- Date: October 2-4, 2023
- Time: 7:00pm
- Location: Chapter House
- New Members will be invited to the Chapter House to pick up their gifts given by their anonymous big. This is an exciting time where new members get ready to meet their family lineage and learn more about who they are going to meet.

- Big Little Reveal

- Date: Thursday, October 5, 2023
- Time: 7:00 pm EST

- Location: Chapter House
- 1st Presenter: Devon Ennis, New Member Educator
- 2nd Presenter: Kate Weiss, Vice President Education
- 3rd Presenter: Marti Colasurdo, Vice President Operations
- Revelation consists of the big revealing her identity to the little. They will then get to have a meeting with their big sister and the rest of the lineage.

- New Member Celebration

- Date: Friday, October 6, 2023
- Time: 5:00 pm
- Location: Chapter House
- All new and initiated members will be invited up to the house to enjoy a celebration of our new members. This will allow the new members to bond with the chapter and celebrate their journey in Theta. This event will be planned by our NMD, Devon Ennis, and our VPE, Kate Weiss.

- Chapter Meeting

- Date: Sunday, October 8, 2023
- Time: 6:30 pm EST
- Location: Chapter House

#### **Week 4**

- Sisterhood Event - Movie Nights

- Date: October 10, 2023
- Time: 7:00 pm
- Location: Chapter House
- All new and initiated members will be invited to a movie night. This will give the new members the opportunity to introduce themselves and bond with the chapter. This event will be planned by our HR Director, Hannah Lewis.
- This event is planned for all nights so that members and new members have an easy opportunity to hang out and relax before Pacing Break

#### **Week 5**

- Inspiration Week

- This week is one of the more exciting times as a new member. Inspiration week is intended to get new members excited about initiation. The theme of the week is geared towards showing new members what it is like to be a Theta and all the benefits that are associated with

it: academically, mentally, and socially. This week ends with the new members becoming fully initiated members.

#### Pre-Initiation

- Date: Sunday, October 22, 2023
- Time: 8:00 pm EST
- Location: Chapter House
- 1st Presenter: Devon Ennis, New Member Educator
- 2nd Presenter: Kate Weiss, Vice President Education
- Kate Weiss, VPE, will go over expectations of new members for Initiation as well as

what to wear and what the new members can expect.

#### ● Loyalty Service

- Date: Wednesday, October 25, 2023
- Location: Chapter House
- Time: 7:00 pm EST
- 1st Presenter: Kate Weiss, Vice President Education
- 2nd Presenter: Devon Ennis, New Member Educator

#### ● Initiation

- Date: Thursday, October 26, 2023
- Time: 5:00 pm
- Location: Chapter House
- 1st Presenter: Kate Weiss, Vice President Education
- 2nd Presenter: Sarah Mixsell, President

#### ● Post Initiation Ritual

- Date: Sunday, October 29, 2023
- Time: 2:00 pm
- Location: Chapter House
- Presenter: Kate Weiss, Vice President Education
- New members will learn more about Theta ritual and what it means to be a Theta

member.

#### ● Chapter Meeting

- Date: Sunday, October 29, 2023
- Time: 6:30 pm EST
- Location: Chapter House