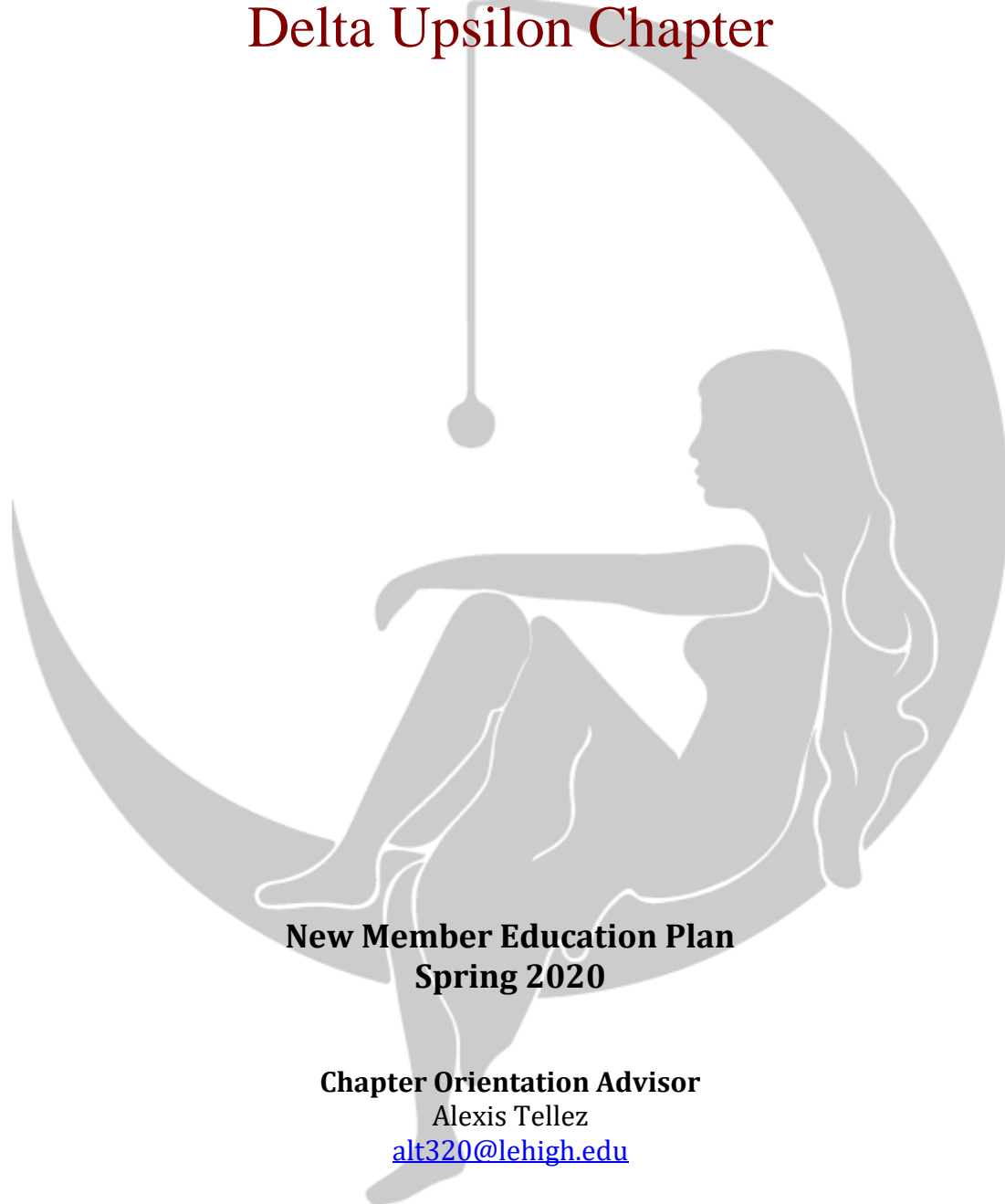


LAMBDA THETA ALPHA Latin Sorority, Incorporated

Delta Upsilon Chapter



New Member Education Plan Spring 2020

Chapter Orientation Advisor

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Purpose of Lambda Theta Alpha

Lambda Theta Alpha's Purpose Stated in Article II of our National Constitution and is as follows:

Section 1. The purpose of Lambda Theta Alpha shall be to provide a sisterhood based on Unity, Love, and Respect; to provide social and cultural activities, and to carry on charitable and educational programs; to promote leadership, maintain high academic standards, and serve as a voice for the Latino community.

Section 2. The principles of Lambda Theta Alpha are Unity, Love, and Respect.

Delta Upsilon Chapter's Purpose Stated Article 1 of our By-Laws and is as follows:

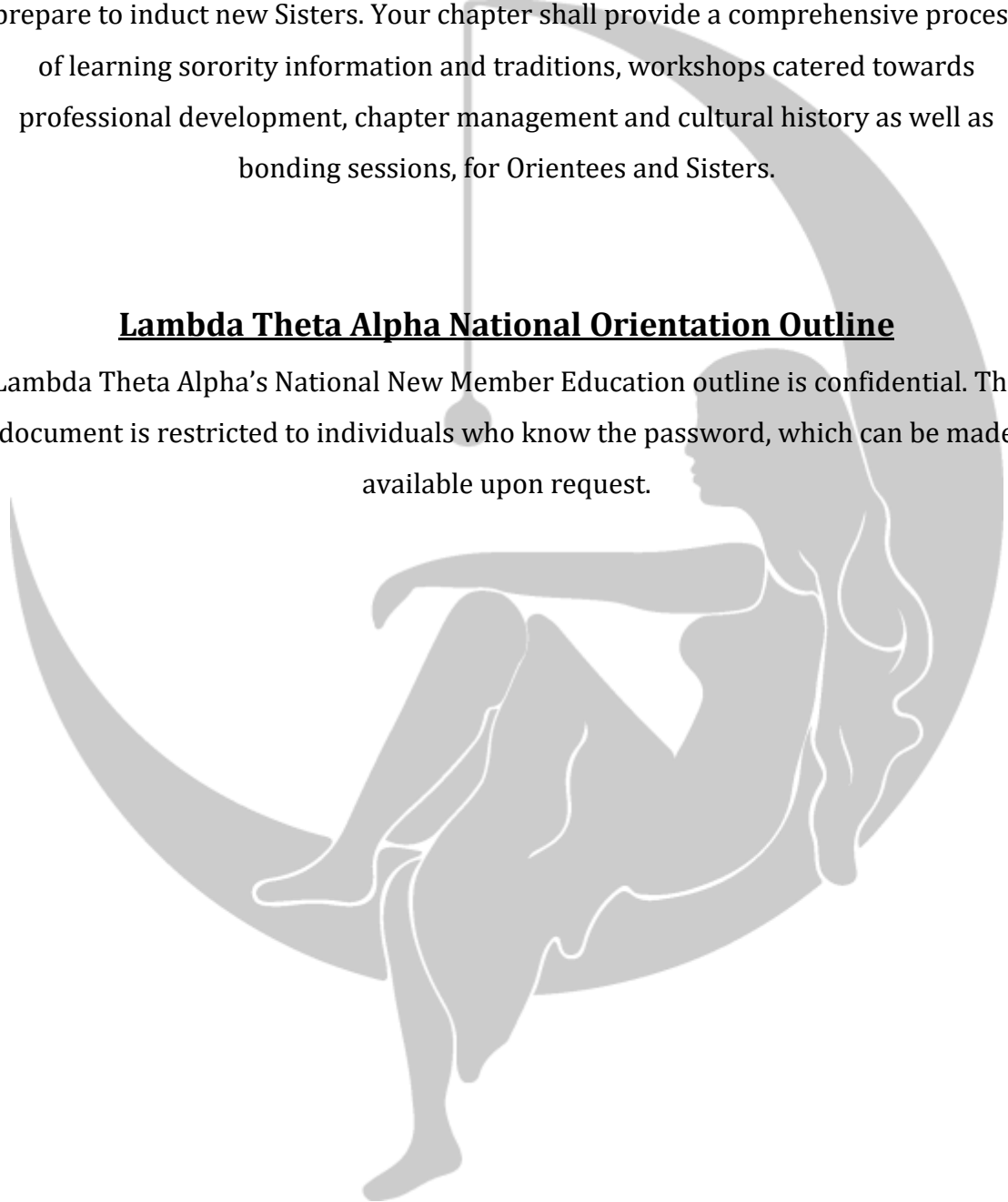
The main goals of Lambda Theta Alpha Latin Sorority, Incorporated at Lehigh University are to exemplify leadership skills, academic success and service to the community. We are committed to enriching our campus with academic programs, community service projects, fundraising opportunities and social events. Through our collaborative efforts, we are able to gain essential insight into the purpose and mission of Lambda Theta Alpha Latin Sorority, Inc. as it is a sisterhood based on Unity, Love and Respect, dedicated to the empowerment of minorities and the universal woman through her education, love of culture, and community activism.

Statement of Purpose

As stated in the Orientation Outline: The orientation process will be a learning experience, one that will serve as a time of self reflection and self-enrichment as you prepare to induct new Sisters. Your chapter shall provide a comprehensive process of learning sorority information and traditions, workshops catered towards professional development, chapter management and cultural history as well as bonding sessions, for Orientees and Sisters.

Lambda Theta Alpha National Orientation Outline

Lambda Theta Alpha's National New Member Education outline is confidential. The document is restricted to individuals who know the password, which can be made available upon request.



Policy on Hazing

Lambda Theta Alpha's Policy on Hazing is stated in Part II: Policies and Procedures of the Standing Rules in Chapter 7, Section I, and is as follows:

No chapter, interest group, student, or alumnus shall conduct nor condone hazing activities. Hazing activities for the sorority are defined as:

Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce or that causes 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; kidnappings, whether by pledges, associate/new members or active members; 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 such activities that are not consistent with academic achievement, fraternal law, ritual or policy, or the regulations and policies of the educational institution, or applicable state law. Lambda Theta Alpha believes in providing constructive, educational, and inspirational programs for orientees, associate/new members or active members. Lambda Theta Alpha is opposed to any form of hazing including any activities, which do not contribute to the positive development and welfare of orientees. Lambda Theta Alpha believes that true Sisterhood is nurtured in an atmosphere of social and moral responsibility, respect for authority and loyalty to the principles of higher education.

**Lehigh University's Policy on Hazing as stated in Article III: Expectations of Conduct in the Lehigh University Student Handbook,
Section II: Respect for Others follows as:**

Hazing is any action taken or situation created, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule.

Hazing includes but is not limited to any brutality of a physical nature, such as paddling, whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity that would subject the individual to physical harm or mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which would adversely affect the mental health or dignity of the individual. Among prohibited activities are forced or coerced activities which create excessive fatigue; cause physical and psychological shocks; involve kidnapping; involve morally questionable quests, treasure hunts, scavenger hunts, or any other such activities; involve publicly wearing apparel that is conspicuous and not normally in good taste; cause students to engage in public stunts and buffoonery, morally degrading or humiliating games and activities, or late night activities which interfere with scholastic activities. Also prohibited are any activities that are in violation of federal, state, or local laws, this Code of Conduct, or accepted standards of good taste or propriety. For purposes of this definition, any activity described in this paragraph upon which the admission into or affiliation with an organization is directly or indirectly conditioned shall be presumed to be "forced or coerced" activity, the willingness of an individual to participate in such activity notwithstanding

<http://studentaffairs.lehigh.edu/hazing-prevention>

[Anonymous Reporting Form](#)

Interactions with Other Chapters and/or Groups

Lambda Theta Alpha's orientation process is sacred to the organization, and thus there is no interaction with other Greek or non-Greek organizations during new member education activities.



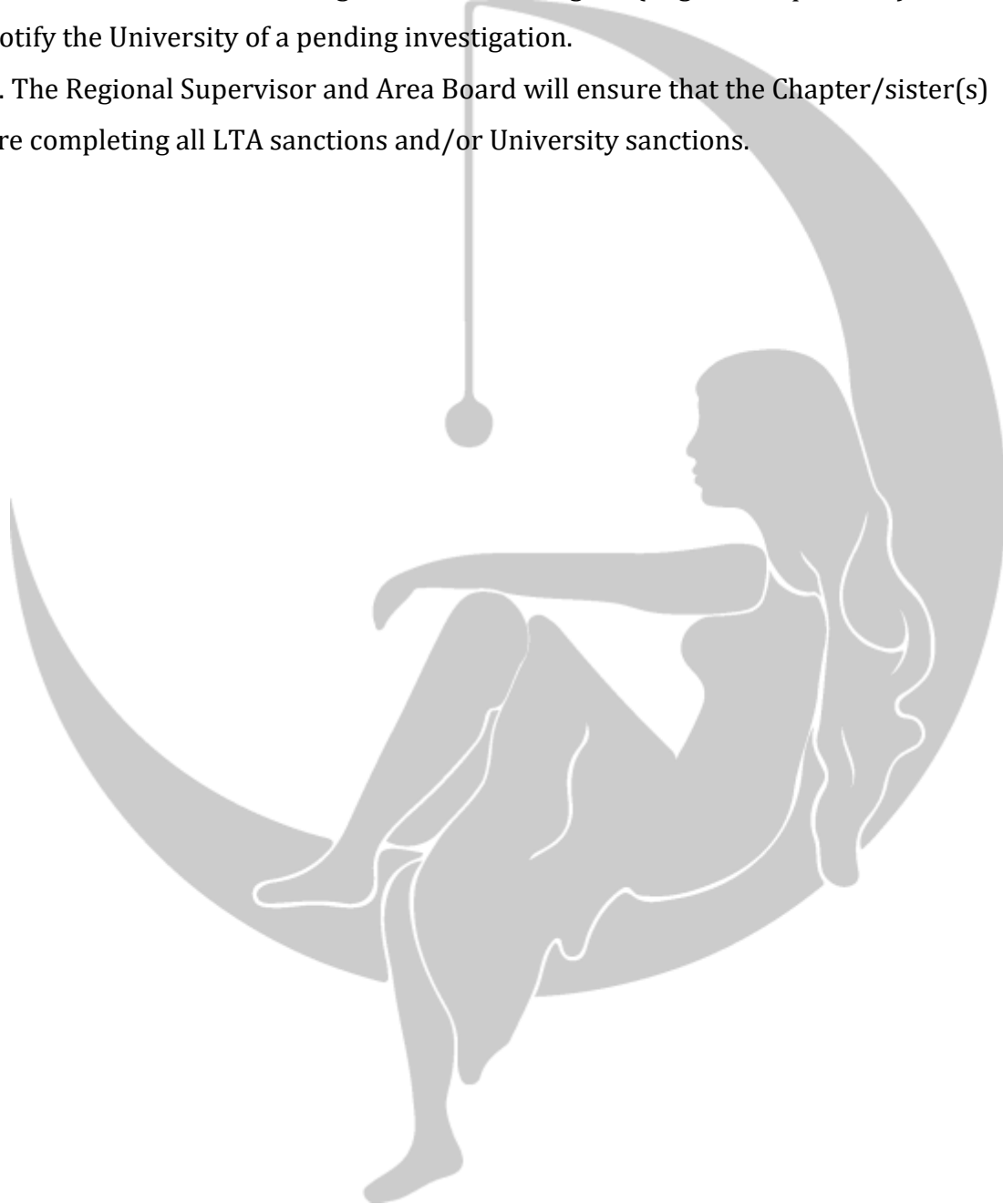
Hazing Reporting Protocol

The following steps must be taken in the event of a hazing allegation, as stated in Standing Rules Part II, Chapter 8: Orientation Related Policies:

- 1) The COA must notify the AOC immediately.
- 2) The AOC must notify the ROS and DO immediately.
- 3) The COA must submit a written, dated, statement detailing what occurred to the AOC within 24 hours of the onset of the allegation.
- 4) The AOC will create a written Incident Report to be submitted to National Judicial Committee of the sequence of events that must be updated as needed until the case is resolved.
- 5) If there is a hazing allegation, the orientation class will immediately be taken over by the Area Board. If it is an Area Board directed orientation class it will be immediately suspended by Board of Directors.
- 6) The COA must provide daily reports of any events/progress in the allegation to the AOC. The AOC must communicate these updates to the BODs.
- 7) Judicial Chair reviews Incident Report and determines next steps
- 8) Regional/Area is approved to give fine for violation
- 9) Judicial Committee will review case and determine if any sanctions apply
- 10) The Chapter may be suspended until it is proved until the allegations are cleared and dismissed by the university.
- 11) If found guilty of hazing, Sisters may be revoked of their membership and the chapter's charter may also be revoked and the chapter/sisters involved will be required to pay for any legal counsel that is needed.

Follow-up to an Incident Report

1. Upon receiving a hazing complaint, any orientation activities must be halted until further notice.
2. The Director of Risk Management or her designee (Regional Supervisor) will notify the University of a pending investigation.
3. The Regional Supervisor and Area Board will ensure that the Chapter/sister(s) are completing all LTA sanctions and/or University sanctions.



Expectations of New Members/ Candidates, Active Members, and Alumni

A. The role of an orientee of Lambda Theta Alpha is outlined in Standing Rules Part 1: Administrative Governance in Chapter 2: Membership, and is as follows:

An orientee is defined as one who is enrolled in a four-year accredited institution, and/or has attained a baccalaureate degree while undergoing the orientation process to become a full member of the organization. In order to become a member, an orientee must fulfill the meeting and event requirements specified in Standing Rules Part II: Policies and Procedures.

B. Under the Oriente Requirements specified in Standing Rules Part II, Chapter 8: Orientation Related Policies:

An orientee becomes a member once she has completed all pre-orientation activities and the orientation outline in its entirety.

C. Lambda Theta Alpha is a member of the National Association of Latino Fraternal Organizations. As stated in Standing Rules Part II, Chapter 8: Orientation Related Policies:

The National Association of Latino Fraternal Organizations (NALFO) passed legislation in October 2006 stating that organizations shall not induct any first term/quarter/semester/freshmen and that all applicants must have a 2.50 cumulative grade point average in order to apply for membership for that specific NALFO organization.

D. As stated in Standing Rules Part II, Chapter 8: Orientation Related Policies:

Only active sisters in good standing are able to be present during learning sessions.

1. Should an inactive sister be at any orientation session a fine of \$80, per incident, will be imposed on the Chapter or Area hosting the learning session.

2. Children over the age of three are prohibited from attending learning sessions.

a. Should a child over the age of three be at any orientation session a fine of \$80, per incident, will be imposed on the Chapter or Area hosting the learning session.

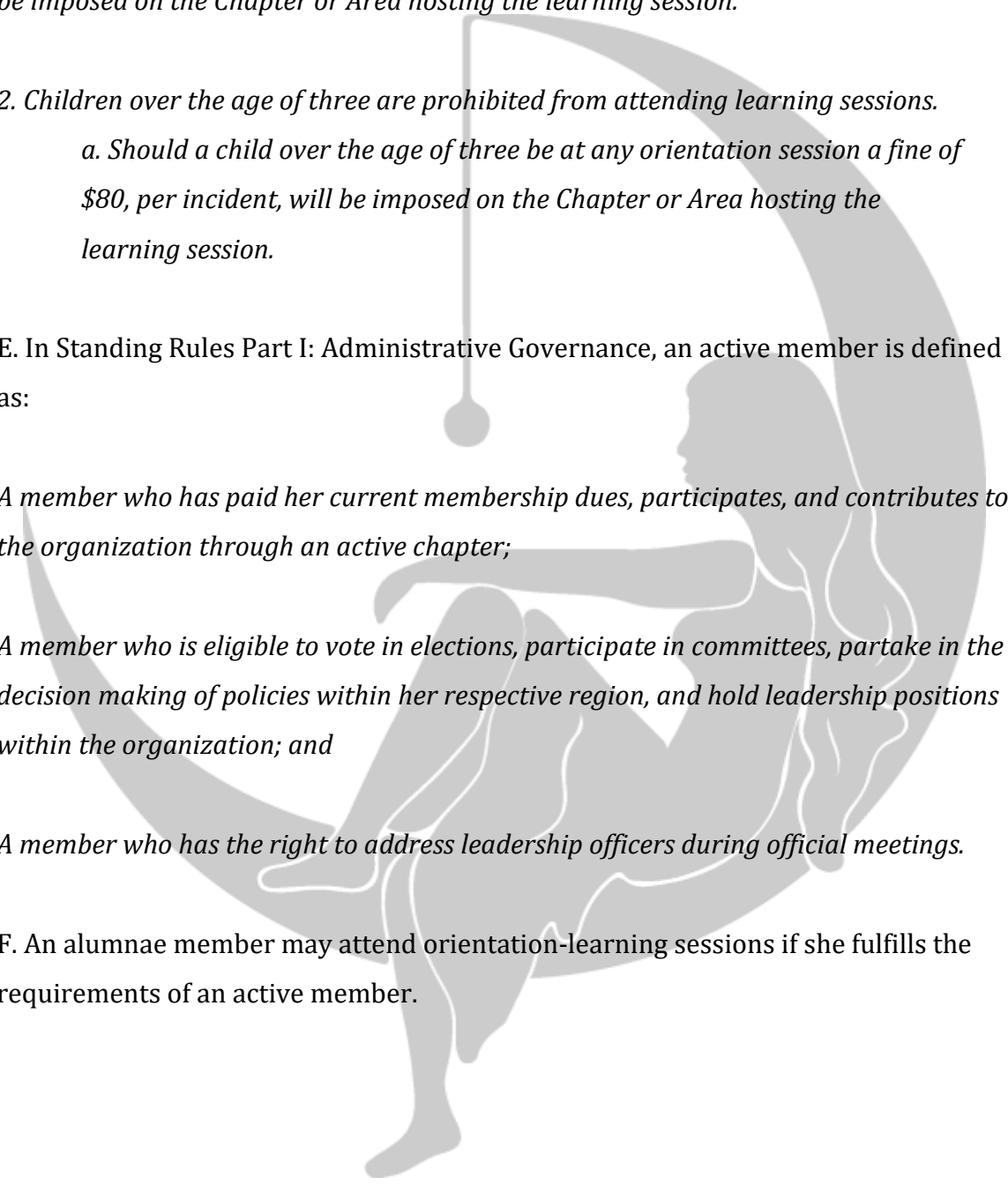
E. In Standing Rules Part I: Administrative Governance, an active member is defined as:

A member who has paid her current membership dues, participates, and contributes to the organization through an active chapter;

A member who is eligible to vote in elections, participate in committees, partake in the decision making of policies within her respective region, and hold leadership positions within the organization; and

A member who has the right to address leadership officers during official meetings.

F. An alumnae member may attend orientation-learning sessions if she fulfills the requirements of an active member.



Appendix

I. New Member Education/ Intake Calendar is attached in a separate Excel document

