

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 Chief Executive Officer, Meghan Reynolds, Chief Learning Officer, Hannah Leland, and New Member Director, Kiley Hockensmith. 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 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 one three-hour 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 come up and 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 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 purpose of member orientation is to provide new members with an orientation to the Fraternity and to integrate them into the chapter as members in a timely manner.

Education Schedule

Week 1

- Wednesday March 4th, 2020: Bids Given Out

- Thursday, March 5th, 2020: Pledge Service, 5:00pm
 - Kappa Alpha Theta Chapter House
 - Kiley Hockensmith and Hannah Leland (CLO)

Week 2

- Tuesday, March 24rd, 2020: Initial Meeting and Theta Beginnings 6:00pm
 - Kiley Hockensmith and Hannah Leland
 - Zoom

Initial Meeting

- 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 initial 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 Chief Operating Officer, Brooke Yacubeck. 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, Brooke will discuss the steps Epsilon Rho takes to promote positive mental health as well as utilizing the Membership Development Committee for any potential problems/situations that may arise. 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. Brooke 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 Kendall Prime (CEAO) who will briefly explain how to represent a Theta women on social media and other online platforms. This is in response to the new Panhellenic bylaws regarding behavior on social media which are currently in the process of being passed.

Theta Beginnings, 6:30pm

- Zoom
- Kiley Hockensmith
- New members must complete online module before this meeting
- The new member director will go over the reading from Module #1: Theta Beginnings. This module focuses on Kappa Alpha Theta's history and founding values.

- Erica Fischer (CFO) will be invited to this meeting to provide information on member dues and both national and school resources for outside funding. She will provide her contact information if any of the new members have questions regarding Theta's finances.

- Thursday, March 26th, 2020: Intellectual Curiosity, 6:00pm
 - Kiley Hockensmith
 - Zoom
 - New members must complete online module before this meeting
 - The New Member Director will go over the reading from Module #2: Intellectual Curiosity. This meeting will inspire curiosity in the new members and encourage them to think outside of the box, engage in self-reflection, and learn the tools to assist in personal balance. From this module, the new members will learn about different requirements for Kappa Alpha Theta internationally, and learn more about Theta Foundation, which provides scholarship to initiated members and supports educational programming for the fraternity. We will invite the scholarship director, Kiera Englehart, to explain her role in the chapter, the GPA requirements of Kappa Alpha Theta, and the scholarship requirements of being in a sorority at Lehigh. Kiera will also take the time to explain to the new members what scholarship resources are available to them.

After this, COB's are caught up to new members, so refer to regular new member education plan for further dates