



PHI SIGMA KAPPA

**Phi Sigma Kappa New Member Education Plan
Nu Chapter
Spring 2021**

Purpose: The goal of Phi Sigma Kappa's New Member Education plan is to instill the values of scholarship, brotherhood, and character in the new members, while also learning more about the

history of the chapter and the brotherhood. This will be done through optional events, where the new members will have the opportunity to get to know both the overall chapters and the brothers.

It is emphasized right after the new members sign their bids that all New Member Education events are completely optional. We understand the importance of academics and extracurricular activities, so while we encourage new members to participate, they will not be required to.

COVID-19:

This spring the chapter faces a great challenge in finding ways to bond the new member class with the fraternity in a way that is safe with covid-19. Because of the covid-19 outbreak, all events for New Member Education will be either virtual or will follow social distancing guidelines (6 feet social distancing, mask wearing, limited attendance). All events will be completely optional and there will be a virtual option for every event. Through virtual New Member Education, as well as potential in person events, we believe that the new members will still be able to bond with the house in a safe way. If at any point any new members or parents have covid-19 related questions, they can reach Matthew Mardirossian, head of New Member Education, at (240) 483-3048 or Brian Snyder, President, at (609) 610-7128.

Objectives of New Member Education:

1. To learn the history of the chapter

On the first day of New Member Education, our new members will be presented with the book "Hills and a Star". This book outlines the history of Phi Sigma Kappa, while also displaying the significance of being a part of this brotherhood. Various topics brought up in this book are the founding of Phi Sigma Kappa and the merger with Phi Sigma Epsilon. In addition to this, new members will learn about our Nu chapter of Phi Sigma as well as the various charitable organizations and the philanthropic events that we are involved in.

2. To promote leadership

During the New Member Education period, new members will be encouraged to take part in various community service events that the chapter has planned. One of the most rewarding parts of being involved in a frat is getting to give back to the community that we are a part of. This not only establishes a connection between members of the fraternity, but also between the fraternity and the community.

3. The development of scholarship

Phi Sigma Kappa will provide academic support for all the new members throughout the New Member Education process. Through New Member Education, new members will meet brothers who are in similar classes/majors and who can help them with studying and their overall academics.

4. Integration into the brotherhood

The most important part of new member education is that the new members become integrated into the house and feel completely included in the brotherhood. Whenever a new member is struggling or needs anything they should know that they are always welcome to talk with the brothers and get the needed support. Above all, it is imperative to host brotherhood events during New Member Education so that our new members feel like a part of the brotherhood.

Expectations of Chapter Officers:

It is crucial that new members know the various positions in the house so that at any moment they can seek support from the people in the proper positions.

President: It is the responsibility of the president to provide a good image for both the chapter and the new members joining the house. It is expected that the president will provide a good example for the new members by being engaged in all the new member activities. If any issues arise, the president's door will always be open to talk with the new members.

Vice president: The vice president will be there to fill in and preside over the chapter in the case that the president cannot make an event. More importantly, the vice president should be another outlet for the new members to talk and will play an equal role in all events.

Inductor: The inductor serves as the primary contact for the new members during the New Member Education process. They play an extremely important role in integrating the new members into the brotherhood in the smoothest way possible. If there is ever anything related to New Member Education or an issue with one of the brothers, they can always seek the help of the inductor.

Treasurer: If any new member finds themselves in need of financial support or advice, it is important to talk to the treasurer. The treasurer deals with the cost of dues and also allocates house finances.

General members: Whether on the executive board or not, each member of the house is expected to treat new members with respect. If at any time a brother other than the inductor tries to host an event or asks the new members to do something, it is required that they inform one of the

members of the executive board, the president, and the inductor. Our brothers look forward to welcoming the new members into the brotherhood and it is expected that they will treat all new members with respect.

Hazing:

Phi Sigma Kappa has an extremely strict no hazing policy. While all our events promote inclusivity and are enjoyable for new members, they are all completely optional. At no point during the new member education process will we require the new members to partake in any activity. We recognize that hazing is a major issue around the world in greek life today, and we will do everything possible to break that stigma. Hazing can have a severe impact on individuals both mentally and physically and that is the last thing that we would want to happen to any of our new members or anyone in general. Before New Member Education starts, we will hold a presentation on what is expected of the members of the brotherhood when interacting with new members, and if at any point they go against this or if any new member is put in an uncomfortable position, there will be punishments that may result in a ban from New Member Education events, or other punishments depending on the severity.

Phi Sigma Kappa's national definition of hazing:

Any mental or physical requirement, request or obligation placed upon any person (a pledge, associate member, member, affiliate, guest) which could cause discomfort, pain, fright, disgrace, injury or which is personally degrading or which violates any federal, state or local statute or law, university or Grand Chapter policy.

Phi Sigma Kappa's national statement on hazing:

“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.’”

1. Forcing, requiring, encouraging, challenging or endorsing new members to drink alcohol or any other

substance and/or providing such alcohol or other substance;

2. The unauthorized or illegal use of alcohol in any form or quantity during any new member activity;

3. Forcing someone to eat food, even food he may like or enjoy; the eating of spoiled foods or raw onions, goldfish or anything an individual refuses to eat;

4. Dropping food (eggs, grapes, liver, etc.) into mouths;

5. Calisthenics; such as sit-ups, push-ups and runs;

6. Chairings, "polings, " pledge walks or other similar "traditional" activities; 7. Branding;

8. Causing excessive fatigue through physical and psychological shocks; 9. Paddle swats of any nature;

10. Pushing, shoving or tackling or any other physical abuse;

11. Line-ups of any nature;

12. Throwing anything (whipped cream, garbage, water, paint, etc.) at an individual;

13. Theft of any property under any circumstances;

14. Assigning or endorsing "pranks," such as stealing, panty raids, harassing other organizations;

15. Defacing trees, grounds or buildings;

16. Conducting a new member-related activity between the hours of 1 and 7 a.m. or awakening individuals

during these hours (no unauthorized overnight events);

17. Permitting less than eight continuous hours of sleep for new members each night;

18. Engaging in unauthorized activity which involves compelling an individual or group to remain at a certain place or transporting anyone anywhere, within or outside the city limits (road trips, kidnaps);

19. Conducting unauthorized quests, string hunts, treasure hunts, scavenger hunts, paddle hunts;

20. Conducting activities which do not allow adequate time for study during initiation periods;

21. Expecting participation in an activity that all members are not required to do;

22. Deceiving new members prior to the ritual designed to convince a new member that he will not be initiated or will be hurt;
23. Requiring new members to "march" in formation;
24. Carrying of such items such as coconuts, helmets, swords, burlap bags, shields, paddles, rocks, dog collars, bricks, etc.;
25. Publicly wearing apparel which is conspicuous and not "normally" in good taste.
26. Yelling and screaming at new members;
27. Requiring or endorsing the new members to yell when entering or leaving the chapter house;
28. Playing extremely loud music or music repeated over and over or any other audible harassment;
29. Not permitting new members to talk for extended periods of time (other than as called for in the sequestration period of the Ritual of Initiation);
30. Engaging in public stunts and buffoonery, public displays or greetings to existing members by new members;
31. Requiring or encouraging new members to act like animals or other objects;
32. Nudity (full or partial) at any time;
33. Members messing up the house or a room for the new members to clean;
34. New members messing up the house;
35. Running personal errands (servitude) including "getting me a beer" or the like;
36. Forcing, requiring or endorsing new members to violate any University or Grand Chapter policy or any local, state or federal law.
37. Requiring answering of the phone in any other fashion than a normal "Hello, Phi Sigma Kappa, may I help you," or answering within a certain number of phone rings;
38. Blackbooks, blacklists, etc.;
39. Special work sessions that would not include existing members as well;
40. Cleaning undesirable parts of the house (the bathrooms, toilets, etc.) that an existing member would not as well;

41. “Special” initiation exams (defined as any exam other than the Annual Brotherhood Examination of the Grand Chapter) that contains useless and/or irrelevant material.

Our personal statement on hazing:

Our chapter will institute a strict system where if at any point any brother is guilty of anything defined above they will be subject to punishments. We value each new member as a person, and we want them to join this brotherhood and feel proud about it. New members will be able to report any hazing instance anonymously through our online system or to any brother. If any brother is found guilty of any of these charges, these are the following punishments they will face:

First infraction:

- Ban from new member education events for the rest of the year
- A meeting with the executive board to discuss the incident
- A meeting with a member of OFSA
- A written apology to the victim
- Further punishments to be decided by the standards board

Second infraction:

- Complete ban from any new member event

Third infraction:

- Expulsion from the brotherhood

Note: Depending on the case, brothers accused of hazing could receive the most severe punishment with their first infraction depending on the situation.

- Just because one may graduate, the punishment would still remain as an alumni.

If anyone wishes to report an hazing incident to the school, they can do so with this link:

<http://studentaffairs.lehigh.edu/content/report-hazing>, or through this hotline: 888-NOT-HAZE (888-668-4293)

Alcohol Policy

Alcohol is not permitted at any New Member Education event, and anyone who breaks these rules will be subject to a punishment from the Standards Board.

Possible punishments for violating these rules include:

First infraction:

- A meeting with the executive board and a ban from new member events for a period of time.

Second infraction:

- Referral to Lehigh counseling services and possible permanent ban from new member education events.

Resources:

If any question arise, reach out to any of these members at any point:

President: Brian Snyder

(609) 610 –7128 bts222@lehigh.edu

New Member Educator: Matthew Mardirossian

(240) 483 –3048 mam322@lehigh.edu

Vice President and Risk/House Manager: Andrew Ewing

(301) 204 –9994 ahe222@lehigh.edu

OFSA Advisor: Andrew Dorriere

ard519@lehigh.edu (610) 758 – 4157

Lehigh University Police Department: (610) 758 – 4200

Nu Chapter Alumni Advisor: Billy Cauley

(412) 735 – 1638 billy.cauley4@gmail.com

National Headquarters: (317) 573 – 5420

National Hazing Hotline: 1-888-NOT-HAZE (1-888-668-4293)

Potential in person events

These events will tentatively take place, depending on the guidelines set in place by Lehigh.

Currently, New Member Education will be virtual, but if conditions improve and Lehigh allows

in person events, then we will add these to the calendar. If not, we will move all these events virtual. Regardless, these events are all completely optional and can be done virtually for those who do not want to participate.

New Member Dinners: These dinners are a great way for the new member class to get to know the brothers in our chapter. Once a week, small groups of new members will go to dinner with a few upperclassmen to a restaurant of their choice. Every week, the new members will go with a different group to assure they get to know as many upperclassmen as they can. Because of the pandemic, we will be breaking the new member class up into small groups, in order to assure that they abide by the schools guidelines. For example, if the limit is 5 people, we would split it up so that 2 new members go with 3 brothers. We will adjust this number based on whatever the schools guidelines are at the current time whether less or more people are allowed. For those who do not feel comfortable with this, we will substitute these dinners with online zoom sessions with them and the brothers in order to assure that those who are remote or do not wish to partake still have a way to get to know everyone in the house.

Big little reveal: The week before the big little reveal, new members will submit a list of their top choices to be their big. Additionally, new members will choose whether they would prefer to do this event online or in person with a limited amount of brothers. Those who chose to be in person will go to an off campus house, where their bigs will be revealed. After this, they can choose to go out to dinner or order food and hang out with their bigs. This will follow all occupancy and mask wearing guidelines, and the brothers and new members will be spread out across different off campus houses to assure this is met. For those who chose to do this online, a zoom will be set up where the big little reveal will take place.

Initiation: If in person events are allowed, our initiation ceremony will be similar to other events where new members can choose whether they'd like to partake in person or online. For those who choose to participate in person, we will spread it out across different locations to be determined (possibly off campus houses or the chapter house). If they choose to go online, there will be a zoom set up where we will go over the various rituals associated with initiation.

Possible outdoor events: Similarly to the other potential in person events, these will only take place if the conditions improve at Lehigh and in person events are allowed. If they are, we will attempt to organize small group activities with the new member class and brothers such as hiking, golfing, or other outdoor activities.

Weekly Activities During New Member Ed (Virtual):

Hills and a Star: Each week, the new members will be asked to read a chapter of "Hills and a Star", a book detailing the history of Phi Sigma Kappa. At the end of the week on a Sunday, the

new members will take a quiz online before they move on to the next chapter. During the final week of New Member Ed, there will be a final exam for the book, as required by our nationals before initiation. This will also be given online. Anything regarding the book will be completely online and won't require any in person meetings.

New Member Class Meetings and Presentations: Each week there will be a presentation for New Members on various topics such as academics, community service, and accreditation. These will be given by those who are currently in those chairs. While some of these meetings will have an in person option, they will also be run through zoom at the same time. This provides a way for those who are virtual to attend, and depending on the attendance limit from the school and the CDC, we may shift them completely online or require some to attend online so that we meet the guidelines.

Schedule

Week 1 (3/22-3/28):

3/22: Opening presentation on hazing and greek life

3/24: Presentation on standards and distribution of Hills and a Star

3/28: Quiz on chapter 1 of Hills and a Star

Week 2 (3/29-4/4):

3/29: Presentation on scholarship

4/1: Family Feud (zoom)

4/2: Quiz on chapter 2 of Hills and a Star

Week 3 (4/5-4/11):

4/5: Presentation on community service

4/8: Video game tournament (zoom)

4/11: Quiz on chapter 3 of Hills and a Star

Week 4 (4/12-4/18)

4/12: DEI presentation

4/14: Presentation on accreditation

4/17: Big little reveal

4/18: Quiz on chapter 4 of Hills and a Star

Week 5 (4/19-4/25)

4/19: Bylaws presentation

4/22: Presentation on house and kitchen rules

4/25: Quiz on chapter 5 of Hills and a Star

Week 6 (4/26-5/1)

4/26: Brotherhood chair presentation

5/1: Initiation

Descriptions of Virtual Events:

Opening presentation on hazing and greek life: This presentation serves as an introduction to the chapter for new members. The inductor and the president will speak to the new members about hazing and how to prevent it in greek life. Before this presentation with the new members, there will also be a presentation with brothers on how to prevent and report hazing and the consequences if it occurs at any point.

Standards chair presentation: This presentation, given by our standards chair, will introduce the new members to the standards board that we have. The standards board is made up of two people from each year and serves to make sure brothers in the chapter, new members, and guests in the house are all treated well. At any point during the semester, anyone can report to our anonymous forum if they witness anyone being treated unfairly, and our standards board will meet to decide what action should be taken.

Scholarship chair presentation: During this presentation by the scholarship chair, it will be emphasized how important academics are to the chapter, and how new members should always prioritize their academics. Additionally, new members will be given the chance to find brothers with similar majors and classes who can help them with work or tutor them throughout the semester. The scholarship chair will check in with new members during the semester to make sure that their classes are going well.

Community service presentation: One of the most important parts of being in our chapter is taking part in community service events, and this presentation is a great opportunity for new members to learn more about our charities and involvement on campus. Notably, we will introduce them to the Special Olympics, our national charity, and go over various events we've had in the past with them. Our community service chair will work throughout the semester to organize virtual community service events with the new members so they can get involved and join the chapter in our efforts.

DEI presentation: Our diversity chair will give a presentation to the new members on diversity and how we can make the house an inclusive place for all. Diversity is very important to the chapter, and this is a great way to have a discussion between the new members and the house on ways that we can assure the house continues to be an inclusive place for all and ways that we can continue to improve the community.

Accreditation: Our VP of Accreditation will give a presentation to the new members explaining what accreditation is and how it assures that we have a well balanced chapter. Additionally, we will introduce them to the charity event we hold every year, the Blue Light Ball, which is very important to our house.

Bylaws presentation: As members of our fraternity, we have a set of bylaws that we must abide by in accordance with our nationals. During this presentation, we will explain these rules to our new members and how various proceedings like chapter meetings and elections work.

Presentation on house and kitchen rules: Normally during New Member Education, we would have a chopped cooking challenge, which would help new members to learn our kitchen rules through a fun event. However, because of covid, this event is not possible this year. Instead, we will have a presentation on the house and kitchen rules, where we show them a virtual tour of the house and discuss topics such as meal plans and kitchen rules.

Family Feud: This event is a great introduction to the brotherhood for new members where they will meet and get to know everyone in the house. New members will be split into teams and will compete against each other. This event will be done through zoom.

Video Game Tournament: Brothers and new members will have the option to choose from various different video games (Madden, NHL, Fortnite, etc...) and will compete against brothers in a tournament. This is a great opportunity for new members to bond with brothers and find common interests with them. The event will be organized and done completely virtually.

