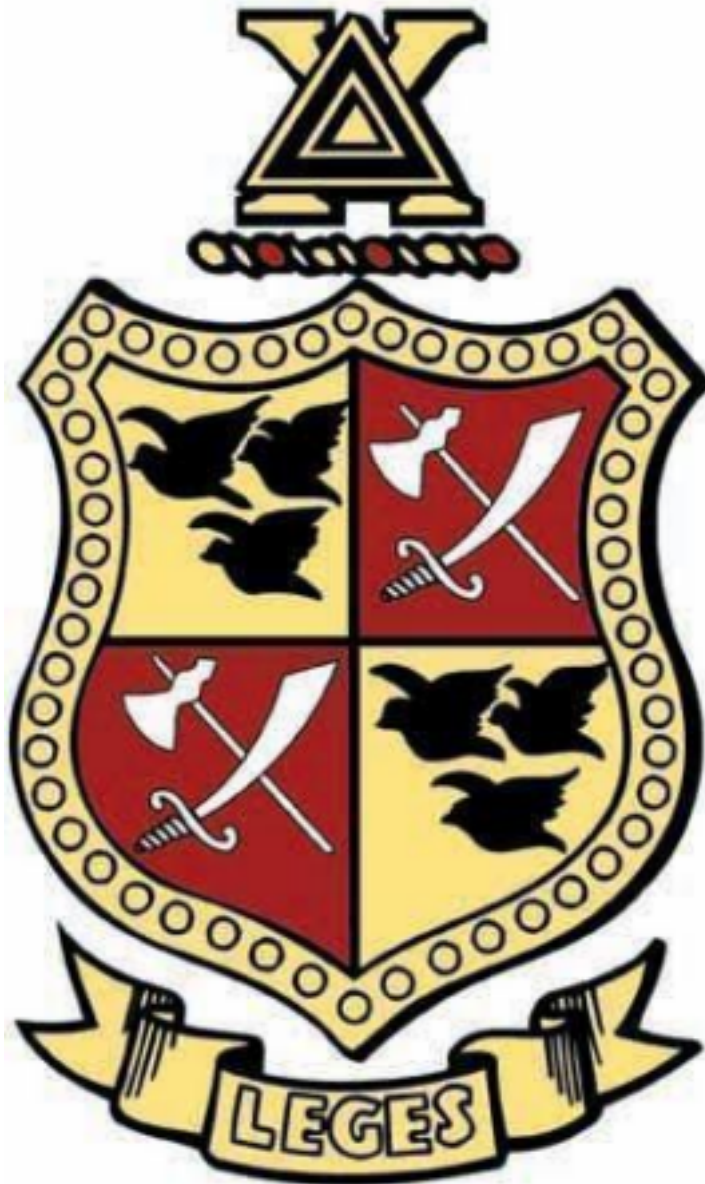


The Delta Chi Fraternity
OF
Lehigh University



Associate Member Program
Spring 2023

Foreword

Section 1: Statement of Purpose

"I will strive for academic achievement and practice academic integrity."

-Expectation Number 1

Delta Chi at Lehigh University strives to continually advance the appreciation and understanding of intellectual development. The First Expectation of Delta Chi is learned by all brothers through the Associate Member Process and the key to this expectation is effort. Our brotherhood continually challenges itself by pursuing some of the most difficult majors on campus. Failure is not something that should be a deterrent but another opportunity for development. Disappointment may come to each individual but it is the strength of one's character and their commitment to continual development that demonstrates how much one learns. Our brotherhood prides itself on **continually pursuing new challenges** in our careers here at Lehigh while **developing as individuals** and **developing our fraternity** on this campus.

Section 2: Mission

The Associate Member Program exists to achieve these three main goals through the following activities outlined below: 1) **Teach**, to the best of the chapter's ability, Associate Members to be productive active members of Lehigh Delta Chi. 2) Give the Associate Members the opportunity to get to **know one another**. 3) Give the Brothers the opportunity to get to know the Associate Members and be prepared to have them join the chapter as one **cohesive brotherhood**.

Section 3: The Associate Member Bill of Rights

As an associate member of The Delta Chi Fraternity, you have the opportunity to participate in a number of activities known collectively as the membership education program. The membership education program should reflect these goals:

- To learn more about **yourself**
- To learn more about **others**
- To learn the history and the goals of our **fraternity**

Most students who join a fraternity have an excellent experience. If you choose to join, you do not relinquish your rights as an individual. As an associate member, you have the right to make

your own decisions – **to be yourself**

- To place **academic pursuits** before any other activities
- To be treated with **respect** and treat other with respect
- **Not to participate** in any activity that involves harassment or has the potential for danger (see below).
- **Not to be subjected to any form of hazing** that includes interference with the personal liberty of others or includes any act of domination by some students over others that may lead to injury, emotional disturbance, physical discomfort or humiliation. This includes the forced consumption of alcohol or drugs.
- To **all rights of a full member** of Lehigh Delta Chi, including but not limited to:
 - Making motions in chapter meetings to discuss or vote on
 - Voting privileges on everything except votes on membership (bids, initiation, inactivity)
 - Bringing Brothers and fellow Associate Members to Standard's Board (judicial board)
 - Being an active member of committees (philanthropy, scholarship, etc)

The goal of the Associate Member Program is to attain personal growth through brotherhood. If you are asked to participate in any new member function, you should evaluate the **educational value of the activity**.

Section 4: Anti Hazing Statement

No chapter, colony, student, or alumnus shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense.

Hazing activities are defined 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, [Lehigh University's] 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.”

- Lehigh University Student Handbook

We are strongly opposed to any practices that are or may appear to be hazing. The experience of Delta Chi associate members should be one of education, challenges, personal development, and excitement. Hazing in any form contradicts these goals and is a direct violation of both the Eleven Basic Expectations of a Delta Chi and the oath that every member takes during his initiation.

Lehigh Resources: <https://studentaffairs.lehigh.edu/content/what-hazing>

Section 5: Emergency Contacts

Name, Number, Email

AMC: Charlie Perkins (415) 846-3638 chp223@lehigh.edu

“F”: Luke Burns (973) 906-2326 lhb325@lehigh.edu

“A”: Max Thurer (917) 566-5215 met224@lehigh.edu

“B”: Jeremy Kornfeld (908) 400-2551 jgk225@lehigh.edu

“C”: Tim Ark (609) 580-0304 tia225@lehigh.edu

“D”: Alex Torrioni (973) 437-0833 aft225@lehigh.edu

“E”: Banks Grumieaux (973) 382-3333 byg225@lehigh.edu

“BB”: Vibhu Shakelli (908) 239-5642 vibhu.shakelli@gmail.com

ABT Bill Glaser (917) 373-8463 wglaserjr@gmail.com

Anti-Hazing Hotline:

1-888-NOT-HAZE (1-888-668-4293)

Online Hazing Reporting Form:

<https://studentaffairs.lehigh.edu/hazing-prevention/report-hazing>

IJC (IFC’s Judicial Council) Violation Reporting Form:

<https://cm.maxient.com/reportingform.php?LehighUniv>

Associate Members will receive all of this information during the first class

The Four Week Plan

Section 1: Calendar

	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>	<i>Saturday</i>	<i>Sunday</i>
February			1	2	3	4	5 AM Pinning Ceremo ny
	6	7 "F" Talk + AM Meeting 1	8	9	10	11	12 "F" Talk
	13 AM Meetin g 2	14	15	16	17 AM Meetin g 3	18	19 "F" Talk + CLPS
	20	21 "F" Talk + Big Brother Activity	22	23 AM Meeting 4	24	25	26 "AA Visit"***
	27 Rock & Candle/ Death of a Fraternity	28					
March			1	2 Big Brother Ceremony	3	4	5 Initiation

*Every Sunday includes Lehigh Delta Chi's weekly Sunday chapter meetings.

**Time and date pending confirmation to accommodate our International President ("AA" Aaron Otto)

Section 2: Brief Overview

Above is the general outline for the four week plan for Delta Chi's New Member Education Plan. Each of these events will be detailed in the subsequent sections. The AM's are given at least one day a week to focus on work outside of their New Member Education, if not already worked into their AM Schedule. Each member is **required** to be at every event, unless an acceptable excuse is given to the AMC within 24hrs (exceptions can be made). Associate Members are directed to speak with their AMC, the "F", or the "A" if they feel uncomfortable with the process.

Associate Member Ceremony (AM Pinning)

Location: Chapter House

Time: 4pm - 4:30pm

Guest(s): All Active Members and Alumni

Point of Contact: AMC

This Ceremony will mark the beginning of the Associate Member's life as a member of Delta Chi. It is a mandatory event for all active brothers. Alumni are also invited to attend. Also, Delta Chi's Assistant Director in the Office of Fraternity and Sorority Affairs is invited to attend. The ceremony is available on Delta Chi Headquarters site. During the Ceremony, the Associate Members see their Associate Member pins (to be pinned on them at a later date/Covid depending) and will understand more about Cornerstone (to be given to AM's prior to the ceremony). The pin is to be worn to all chapter meetings and the Cornerstone contains the information that will be taught in the coming weeks.

"F" Talks - Risk Management Classes

Location: Chapter House

Time: 4pm - 5pm

Guest(s): F

Point of Contact: AMC

Each of these days, the 'F' will run a session regarding risk management within the chapter. He will be expected to review specific aspects of the International Fraternity's and the chapter's risk management policies as it pertains to social events, new member education, and facility management. He will also discuss how to maintain safe chapter operations in each of these aspects. The goal of these conversations is to promote honest conversations on Greek life topics such as alcohol culture and "rush texts". Case studies of previous fraternity events and outcomes will be utilized to further the learning process, and prizes will be given to the associate members who engage the most.

This is the following agenda for each class:

- Talk 1: Introduction to risk management and what it means to be the "F" of the fraternity. This talk will consist of going over the Risk Management manual of Delta Chi, the "Critical Information" documentation as listed at <https://www.deltachi.org/wp-content/uploads/2021/08/08.10.2021-Risk-Management-Policies.pdf>, and a review of the day-to-day responsibilities of the Risk Manager. This class will deeply cover the recently and consistently updated, Lehigh Delta Chi Risk Management Policy, the personalized risk management plan for the chapter. This encompasses Delta Chi IHQ policies, Lehigh University Social Policy.
- Talk 2: This day will involve walking through "risky situation" simulations, with the "F" leading them. Brothers will act out various roles, such as a highly intoxicated individual, an injured party-goer, or an unstable recruit at an event. The F will show how to handle these situations, and the new members will experience each of these situations themselves, learning how to handle situations like these and beyond. This will also involve an explanation of Medical Amnesty and what it means and when to use it.
- Talk 3: Review day. This day will involve a review of all of the documentation we have gone over so far, with the New Members leading the discussion. Each one will give an example of an incident that breaks the code of conduct, and explain why it violates Delta Chi's basic expectations and/or Lehigh's code of conduct. Additionally, our "F" will explain different scenarios, and the new members will talk about the sections of the code of conduct that it violates. Then, we will reflect by hosting a roundtable discussion/brainstorm about proactive measures that can be utilized to keep all persons (members and guests) safe at our events. The AMC and "F" will go over the Lehigh Delta Chi's most recently updated Risk Management Plan and see how it addresses such measures, but also try to see where it can be improved upon. If there are any suggestions from the AM class, they will be encouraged to bring them up at chapter for a discussion and subsequent vote.
- Talk 4: This class will be spent going over the history of Greek Life at Lehigh University, specifically their conduct incidents. The importance of stressing that individual actions

can result in a reflection on the organization, both good and bad, and can lead to potential ramifications both on the individual and organizational level.

- New members will read previous conduct reports on other fraternities and how it led to their ultimate dissolution as well as the endangerment of other lives. The “F” will explain the failures of risk management, and new members will collaborate on how they would have handled each event. The session will conclude with a roundtable discussion/brainstorm about preventive steps that could have been taken by these chapters, and how Delta Chi, if not already, should implement these measures.

AM Meetings:

Location: Chapter House

Time: 5pm – 6:30pm

Point of Contact: AMC

Classes will follow the structure of the Delta Chi IHQ Associate Member Program. We utilize IHQ’s 4 Week AM Program to create classes of material, possibly leveraging the online classes taught by the International Fraternity’s leadership consultants in prior semesters. The IHQ Program will be attached to this document.

Class 1: Promote Friendship (section 1 of 4 week program)

- Also, AM Executive Board Election
 - AM’s will elect an Associate A (President), B (Vice-President), C (Secretary), D (Treasurer), E (Alumni Secretary), and F (Risk Manager/Sergeant at Arms)
 - The procedure will mimic the procedure used for chapter executive elections: nominations, speeches, voting
 - These positions will work with the chapter executives to mimic and aid in the similar processes within the associate member program

Class 2: Develop Character (section 2 of 4 week program)

- Also, “Business of Lehigh Delta Chi Presentation with the President of the Alumni Board of Trustees. This will cover overall chapter governance, key finance and operational policies, the allocations of our dues and how everything ties to the budget. *”Business of Lehigh Delta Chi” date subject to change*

Class 3: Advance Justice (section 3 of 4 week program)

Class 4: Assist in the Acquisition of a Sound Education (section 4 of 4 week program)

Adapted/Virtual Class Project and Learning Songs (CPLS)

Location: Chapter House

Time: 5pm – 6pm

Guest(s): Active Members

Point of Contact: AMC

The Associate Member class shall meet virtually with the AMC where he will introduce the class on the Associate Member Class Gift Project. The Associate Members will have the opportunity to brainstorm ideas for both projects. Past examples for Class Gifts include wall art and DJ stands.

The song Delta Chi Sweetheart is a favorite around here in Lehigh's chapter of Delta Chi. The AMC will lead the song and help the Associate Members learn the words and tune. A second song that needs to be learned is the Delta Chi Bond Song. This song is sung at the conclusion of every chapter meeting and so it will be helpful for brothers to teach the associate members the song during the associate member process.

“AA” Visit - TBD

Location: Chapter House

Time: 5pm

Guest(s): All Active Brothers and Alumni

Point of Contact: AMC(s)

The International President, “AA”, of Delta Chi will video call or visit the AM's to provide them with an update about Delta Chi, both our past and future, and to take questions. Patrick Alderdice, the “AA”, will share his passion for Delta Chi and why it is truly the brotherhood of a lifetime (our purpose, our lifelong membership, etc). This is also an effective manner in which the AM's are exposed to Delta Chi as an international incorporation and the workings behind our insurance policy, FIPG, and why its national cost has risen over the years. (**event is date and availability pending**)

Big Brother Ceremony

Location: Chapter House

Time: 8pm

Guest(s): All Active Brothers and Alumni

Point of Contact: AMC(s)

The Big Brother Ceremony of Delta Chi shall be performed this evening. This is a closed event to only initiated active brothers of the Delta Chi Fraternity, Associate Members, and alumni of the Delta Chi Fraternity. This ceremony can be found on Delta Chi IHQ's website.

The recruitment chair works with the brothers and associate members to select the pairs. The AMC, with the help of the BB, will review the role of big brothers at the preceding chapter meeting. Big brothers will be reminded of what is appropriate in their new roles.

The Big Brother Ceremony was created to ensure all Delta Chi members have the same experiences during their time as an associate member. One of the most significant milestones in a member's Delta Chi career is receiving his big brother. Likewise, when a student member receives his little brother, a new chapter of his membership experience is opened. The purpose of this ceremony is to provide an open and formal big brother/ little brother introduction while emphasizing the importance of this special bond. Being a big brother is a privilege reserved for those members who are in good standing, display strong academics and most thoroughly exemplify the ideals of a Delta Chi. During the associate membership period, the big brother's role is to become a mentor by providing feedback and guidance to his little brother. The relationship that is formed should not cease upon one's initiation or graduation, but in fact, should grow and solidify over the years.

Pre-I Rock and Candle/ Death of a Fraternity

Location: Chapter House

Time: 8pm – 9pm

Guest(s): Active Brothers

Point of Contact: AMC(s)

AM's will be instructed to bring a rock to the event. There, they will be instructed to analyze what that rock means to them. AM's will hear the story of how a fraternity went from being at the top to dying out in just a few short years. This exercise should give the AM's a better idea of what running a fraternity entails and what could happen to a fraternity if the wrong decisions are made. This will be intertwined with the Delta Chi conduct case from Spring 2017, showing how that almost led to the death of our fraternity, and how we have improved ourselves from

this point.

Initiation

Location: Chapter House

Time: 8 pm

Guest(s): Active Brothers, Alumni

Point of Contact: AMC(s)

Initiation will be conducted as per the Delta Chi International Fraternity, Inc.

Appendices

Section 1: The Preamble of Delta Chi

We, the members of The Delta Chi Fraternity, believing that great advantages are to be derived from a brotherhood of college and university men, appreciating that close association may promote friendship, develop character, advance justice, and assist in the acquisition of a sound education, do ordain and establish this constitution.

Section 2: Eleven Basic Expectations of a Delta Chi

1. I will strive for academic achievement and practice academic integrity.
2. I will respect the dignity and worth of all persons. I will not physically, mentally, psychologically, or sexually abuse or haze any human being.
3. I will protect the health and safety of all human beings.
4. I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.
5. I will meet my financial obligations in a timely manner.

6. I will neither use nor support the use of illegal drugs; I will neither abuse nor support the abuse of alcohol.
7. I will acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter property is safe, properly cleaned and maintained.
8. I will know and understand the ideals expressed in my fraternity Ritual and will incorporate them into my daily life.
9. I will exercise compassion and understanding in dealing with all persons.
10. I will sustain my commitment to and involvement with, our future throughout my lifetime.
11. I will challenge all my fraternity members to abide by these fraternity obligations and will confront those who violate them.

Section 3: Expectations of a Lehigh Delta Chi

These are the established minimum expectations of all members of Lehigh Delta Chi. They have been created, discussed, evaluated, and voted on by the chapter.

- 8 hours of community service/philanthropy participation per semester (\$10 per hour missed fine will be assessed and donated by the chapter to Jimmy V)
- Maintain minimum GPA above all fraternity average (AIP mandated if below)
- Attend all chapter meetings unless providing the “C” with valid reason (\$25 fine for missing more than one meeting unexcused)
- Living in the chapter house during your second year at Lehigh and other years if the chapter is below minimum occupancy (unless serving as a Gryphon or on a Lehigh approved internship)

Section 4: Expectations of an Associate Member

Every associate member is encouraged to attend every event. If there is a reason why an associate member has to miss an event, communication to the AMC is expected. Another cornerstone of the Associate Member process is a strict sober policy. **All** Associate Members are expected to remain sober for the six weeks. The process is time consuming and challenging enough that no other distractions should be presented to the class. Inability to follow these guidelines will be dealt with by the chapter “F”.

Section 5: Expectations of the AMC, Committee, & Chapter

The Associate Member Counselor will serve as the main facilitator for the execution of this program. The Associate Member Counselor’s Committee will be active participants and stand-in facilitators of the program should the AMC require assistance. The Associate Membership Program

is designed to involve the entirety of the brotherhood; at no point shall an event be scheduled or rescheduled at the whim of the AMC without proper notification of the brotherhood during a Chapter Meeting. It should be noted that the AMC is a committee chairman and therefore expected to be in attendance at both committee chairmen's meetings and executive board meetings, especially during the course of the Associate Member Process.

Furthermore, per the by-laws, the AMC serves at the discretion of the executive board and the chapter; should any deviance from this plan occur, disciplinary action will be taken.

All chapter members will be held accountable for providing any alcohol to **any** Associate Member. If a brother is found in violation of this policy, the "F" reserves the right to bring the responsible parties before the Standards Board.

Section 6: Social Events

Scheduled social events will be able to be viewed by the AM's. The policy remains the same for every event. While not mandatory, it is recommended that the AM's attend all social events. If they attend, the sober policy mentioned above doesn't change. They must still remain sober the entire event, no exceptions. If the AM(s) are caught drinking, they will be reprimanded at the discretion of the F.

Section 7: Equal Responsibilities

All members, associate and initiated, of Lehigh Delta Chi are equally responsible for the operations of the chapter. This means that the weekly duties of the fraternity, including but not limited to registered event's sober monitors and bartenders, social event cleaning duties, social event designated rides, and daily kitchen dishes cleans, are to be **equally distributed amongst members**. This means that associate members are expected to equally partake in these duties, as it is essential to properly learn how to do them early on in one's fraternal career, but also that these duties are not limited to just associate members; thus, it is also expected that the initiated members are also expected to equally partake in these duties.

It is the duty of the 'F', and subsequently the Social Chairmen, House Managers, and Steward, to properly ensure that duties are equally distributed amongst members.

These duties should be expected for AM's, as AM's are granted all rights of membership (besides the right to vote on their own initiation) and thus should expect to take on the associated responsibilities.