

Kappa Alpha Theta New Member Education Plan – Spring 2025

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, Kaitlin Wohlford, Vice President Education, Jordyn Smolenak, and New Member Director, Elizabeth Torigian-Gini. 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. New members will be held to their service hour requirements for the semester.

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 the 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 OFSL 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.

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 & Events Schedule

Bid Day, Bids given out

- Date: 1/19/2025- Sunday afternoon
- Location: Chapter House
- **PNMs will be offered a bid by the Executive Recruitment Board and Vice President Membership, Sophia Smith**

INITIAL MEETING- 30-45 minute meeting that takes place right after bid day comes to an end

- Provides new members with member orientation
- To help new members understand basic expectations
- To introduce them to programs, resources, calendar, timeline
- Introduce online modules to them

Pledge Service

- Date: 1/22/2025- Wednesday, 630 pm
- Location: Chapter House,
- **1st Presenter: Lizzie Torigian-Gini- New Member Educator**
- **2nd Presenter: Jordyn Smolenak- Vice President Education**
- **3rd Presenter: Alli Greilsheimer- Vice President Administration**
- **4th Presenter: Kaitlin Wohlford- President**

WELCOME TO THETA- Introductory meeting

- Date: 1/26/2025- Sunday, 4pm
- Location: Chapter House
- To officially welcome the new members to the chapter
- Introduce the new members to their small group leader
- To go over expectations of new members, requirements for initiation, and chapter resources
- To briefly share local chapter history

Chapter meeting

- Date: 1/26/2025- Sunday, 630 pm

- Location: Chapter House
- During this meeting, we will introduce the new members to the chapter via a presentation on google slides.

Dinner and speed dating like activities!

- Date: 1/31- Friday, 6pm (dinner is at 530)
- Location: Chapter house
- Get to know upperclassmen better and do ice breakers with them
- Set a timer for 3-5 minutes for each pair or small group to talk and learn as much as possible about each other. After the timer goes off, rotate to a new partner/group.

THETA 101 Meeting

- Date: 2/2/2025- Sunday, 4pm
- Location: Chapter House
- This will happen after dinner which will be provided to new members
- To help new members learn about fraternity and chapter history- and to review the values and mission of the Fraternity and how it ties to the history of the organization and its membership
- To assist new members in understanding the role of Thetas in higher education from the past, present, and future, and to review the values and mission of the Fraternity and how it ties to the history of the organization and its membership
 - **guest presenter: Jordyn Smolenak- Vice President Education**
- To inform new members about National CASA/GAL and Theta Foundation
- To inform new members about how and when the chapter engages in service and philanthropy
 - **guest presenter: Skye Blau- Philanthropy Director**
- Go over dues, finances, and scholarships
 - **guest presenter: Erin Fagen- Vice President Finance**

Chapter meeting

- Date: 2/2/2025- Sunday, 630 pm
- Location: Chapter House

LEADERSHIP & YOUR THETA COMMUNITY Meeting

- Date: 2/9/2025- Sunday, 4 pm
- Location: Chapter House
- To share Theta's leadership assumptions with the new members
- To discuss leadership assumptions and definitions; explore how leadership involves awareness of self,

others, and the community

- To inform new members of leadership development opportunities, on and off campus.
- To provide an overview of the vocabulary used when speaking about diversity, equity, inclusion, and belonging and to discuss why belonging & inclusion is necessary and crucial for the member experience in Kappa Alpha Theta
- Provide new members with resources on *how* to be more inclusive and foster a community of belonging in their Theta community and in all other communities they're a part of
- Explain to membership development community to new members and why support and accountability are crucial within a community
 - **guest presenter: Asha Patel- Vice President DEI (diversity, equity, inclusion).**

Chapter meeting

- Date: 2/9/2025- Sunday, 630pm
- Location: Chapter House
- Address Big Little, go over coffee/lunch dates, send out slides to bigs for littles and to littles for bigs

Big Little Gift Night 1

- Date: 2/12/2025- Wednesday, 7pm
- Location: Chapter House
- On the first night, 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 their big.

Big Little Gift Night 2

- Date: 2/13/2025- Thursday, 7pm
- Location: Chapter House
- On the second night, 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 their big.

Big Little Gift Night 3

- Date: 2/14/2025- Friday, 7pm
- Location: Chapter House
- On the final night, new members will be invited to the Chapter House to pick up their gifts given by their anonymous big. On this night, the little's family will be invited to the house to write notes on a poster board labeled with the little's Greek name while the littles are blindfolded. This will allow the little's to get excited about meeting their family with the anticipation of being in the same room with them without knowing who it is.

Big Little Reveal!

- Date: 2/15/2025- Saturday, 1pm
- Location: Chapter House
- Bigs, littles, and families will be invited to the Chapter House in order to participate in the Big-Little Reveal. Bigs and their families will set up decorations and boxes in various Chapter House bedrooms and wait for the little to come to the selected room. Littles will get clothes/ accessories to match their bigs. Once finished, they will be led to their respective rooms. They'll enter the room, and the little will run to greet their big and new family.

THETA RITUAL & LIFELONG MEMBERSHIP Meeting

- Date: 2/23/2025- Sunday, 4pm
 - Location: Chapter House
 - To learn about initiation, ask questions about initiation, ask questions about initiation
 - To share importance of rituals within communities
 - To explain to the new members that their membership of being a Theta is lifelong- it does not end with college graduation
 - **guest presenter: Kaitlin Wohlford- Present**
 - **guest presenter: Jordyn Smolenak- Vice President Education**
- Present to answer questions
- **guest: Alli Greilsheimer- Vice President Administration**
 - **guest: Abby Boyarsky- Vice President Operations**

Loyalty Service

- Date: 3/1/2025- Saturday, 330pm
- Location: Chapter House
 - **1st Presenter: Jordyn Smolenak, Vice President Education**
 - **2nd Presenter: Lizzie Torigian-Gini, New Member Educator**

Initiation

- Date: 3/2/2025- Sunday, 1pm
- Location: Chapter House
 - **1st Presenter: Jordyn Smolenak, Vice President Education**
 - **2nd Presenter: Kaitlin Wohlford, President**

RITUAL: POST-INITIATION

- Date: 3/2/2025- Sunday, 330-5pm
- Location: Chapter House
- To educate new initiates about the meaning of the Pledge, Loyalty, and Initiation Services, and to discuss how the promises and pledges made are relevant to the new initiates' membership and everyday lives
 - **Main presenter- Jordyn Smolenak**