



**Lambda Sigma Upsilon
Latino Fraternity, Inc.
Umán Chapter**

**New Member Education Process
Lehigh University Spring 2025**

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Purpose

The purpose of the New Member Education Process is to educate participants on the history, traditions, rituals and goals of Lambda Sigma Upsilon Latino Fraternity Inc. Our organization strives to help participants attain a higher sense of academic achievement, leadership skills, organizational skills and a sense of brotherhood within our organizations. The program is aimed at facilitating new members to familiarize themselves with the fraternity as a whole and preparing them to become well qualified and respected fraternity men.

Terms

*Cacique- cultural meaning for New Member Intake Manager. Cacique will be in charge of assisting initiates with the pledge process, and monitor academics. Will serve as a main support and guide to initiates to guarantee initiates complete new member process.

*Bohique- cultural meaning for Assistant New Member Intake Officer. Bohique will serve as a support for cacique and provide support for the initiates, works hand in hand with cacique to guarantee the initiates complete the new member process.

National Hazing Policy

**of
Lambda Sigma Upsilon
Latino Fraternity, Inc**

No Member of Lambda Sigma Upsilon Latino Fraternity, Inc., be they undergraduate, alumni, graduate or honorary, shall engage in, participate and or support any actions or actions perceived to be considered hazing as defined by the local and state laws and or university/college guidelines, in which a recognized colony or chapter Lambda Sigma Upsilon is located.

Any member/s, colony or chapter found to engage in, support or participate in any willful, negligent and or intentional misconduct defined as, or perceived as hazing, shall be subject to the fines and penalties up to and including suspension or expulsion from membership in Lambda Sigma Upsilon as per our National Constitution and its by-laws.

This is in addition to any local, state or university penalties and sanctions, including any legal or civil lawsuits, charges and or convictions that may occur due to the aforementioned misconduct.

Furthermore, the National Executive Board, its officers, local members and agents acting on the fraternity's behalf will provide its full cooperation, should any such investigation be conducted by any local, state and university agencies, in the event of any allegations or actions of such misconduct.

All members of Lambda Sigma Upsilon are expected to respect, enforce and defend the National Constitution, its by-laws, National Hazing Policy, as well as all of the fraternity's policies and procedures, including our Code of Ethics.

Risk Management Policy

The fraternity has established, guidelines which are to be adhered to by all members of the fraternity, whether they are undergraduate, alumni, graduate or honorary, to minimize and or avoid any possible legal, civil liabilities and or accidents, at any location, or event sponsored, co-sponsored, or supported by Lambda Sigma Upsilon Latino Fraternity, Inc. It's national, regional or local officers, this includes all undergraduate, alumni, graduate, and honorary members who are recognized as active members within the fraternity.

To be recognized as active within the fraternity, all members have to be placed under the fraternity's general liability insurance policy; this list is updated on a yearly basis.

The members who are under the policy are eligible to participate in all events and functions of the fraternity, including initiation of new members, any member who is not recognized as an active member is eligible to participate and support events sponsored, co-sponsored or supported by the fraternity, with the exception of initiation of new members, also in the event of an accident, or should any legal or civil action occur against the fraternity, those members not recognized as active and not covered under our general liability insurance policy, are solely responsible for any medical or legal expenses, and or legal actions filed against them. The fraternity shall in no way incur any expenses or accept responsibility for any actions of any member/s who are not recognized as active by the National Executive Board, and is not covered under the fraternities general liability insurance.

Code of Ethics - No member of the fraternity shall:

Sections:

1. Initiate, or participate in the initiation of any associate member of the fraternity, if he has or is suspected of being under the influence of any alcoholic or controlled substance, considered illegal by any state or federal agency.
2. Participate, support or allow any hazing or actions considered hazing by the local, state, federal, college or university guidelines or laws pursuant to hazing in that state.
3. Act in any way, which may be hazardous, or cause injury, sickness or death, to any member or associate member of the fraternity, guest, or participant in any events sponsored, co-sponsored or supported by the fraternity.
4. In any way whether intentionally or unintentionally, jeopardize, or endanger, any member or non-member of the fraternity, before during and after any fraternity, sponsored, co-sponsored, or supported event.
5. Not carry, or use any weapons, guns, knives, or explosive devices, at any fraternity sponsored, co-sponsored, or supported event, with the exception of members who are law enforcement officers, employed by any local, state, or federal law enforcement agency.

In the event that a member of the fraternity, is a law enforcement officer, and will attend a fraternity event armed, he is immediately notify the local, regional, or national officer or representative responsible for the event immediately upon entering the premises, that he is armed.

6. Drive a vehicle, before, during or after a fraternity sponsored, co-sponsored or supported event if he has consumed any alcoholic beverages, or legally controlled substance.
7. Allow someone whether they be members of the fraternity or not, to drive, either with someone who has consumed alcoholic beverages, or is under the influence of a legally controlled substance.
8. Act in any way, contradictory of a brother of Lambda Sigma Upsilon, Latino Fraternity, Inc., or against the laws, policies and procedures of any local, state or federal agencies, including any educational institutions of any state, the fraternity has a recognized and chartered colony, undergraduate or graduate chapter or alumni association.

* Failure to abide by, enforce and support the aforementioned, can result in disciplinary actions up to and including suspension or expulsion of membership, as well as any legal or civil actions being filed against any member/s of the fraternity, up to and including legal conviction.

*** Please note these guidelines are in addition to any other policies, procedures and guidelines of the fraternity.*

Schedule

Date: February 21, 2025

Time: 9:00pm-10:00pm

Location: Fairmart Library/Linderman Library pending availability of rooms.

Description: Introduce the rules and etiquette of what an initiate consist of as well as learn the greeting for brothers in English and in Spanish with the assistance of their Cacique and Bohique. As well as, assign Autobiography, 2 pages typed. At the end of the session, both Cacique/Bohique will establish expectations.

The following expectations are:

That initiates maintain a steady grade point average at least a C+ average. Cacique and Bohique will collect syllabuses prior to initiates starting new member process and will track progress of initiates and make sure they are completing all assignments and studying for all test and quizzes.

Organization- Initiates will learn how to be organized and mange time properly.

Support- Initiates will learn to support each other as well as build bonds with their Cacique, Bohique and future brothers.

Initiates will expand their knowledge of their own culture as well as of the other initiates.

“You have to know where you came from to know where you are going”

-Fredrick Douglas

Community Service- Initiates are encouraged to participate in a weekly community service project of their choice to help their community.

Date: Sunday, February 23, 2025

Time: 7:00-10:00pm

Location: Rauch/ Fairmart Library

Description: Initial testing on their knowledge of the fraternity and chapter such as the founders, establishment date and location, purpose of establishment, mission, and goals. They then will continue to learn additional salutes such as brothers, sisters, and Greek salute.

Date: Monday, February 24, 2025

Time: 7:00-8:30pm

Location: Fairmart Library

Description: Initiates will present their autobiographies so the initiates can get to know each other better, cacique and bohique will also share their biographies.

Date: Tuesday, February 25, 2025

Time: 6:00-7:30pm

Location: Fairmart Library

Description: Initiates will learn the initial history of Lambda Sigma Upsilon such as how and why Lambda Sigma Upsilon was created.

Founding Date- April 5, 1979

Founding Location- Rutgers New Brunswick Livingston Campus

Four Goals of Lambda Sigma Upsilon- Academic Excellence, cultural awareness, being a role model to the community and brotherhood.

Mission of Lambda Sigma Upsilon

Creed of Lambda Sigma Upsilon

Meaning of colors of organization

Date: Thursday, February 27, 2025

Time: 6-7:30pm

Location: Fairmart Library

Description: Initiates will have an exam in which they will be tested on the history of Lambda Sigma Upsilon that they have been taught.

Initiate Workshop 1- Time Management

This workshop will help initiates manage their time and learn strategies on how they can save time and organize themselves to be productive. A brother will present on the topic and we will assist initiates in setting up a schedule to help manage their time.

Date: Friday, February 28, 2025

Time: 4:00-6:00pm, 8:00-9:00pm

Location: Fairchild Library

Description: Initiates will learn about Lambda Sigma Upsilon's philanthropy, which is AIDS/HIV awareness and research. A community service will follow; Initiates are encouraged to perform community service related to philanthropy. At 8:00pm initiates will be introduced to the development stage and learn the Founding Fathers of Lambda Sigma Upsilon.

Date: Sunday, March 2, 2025

Time: 6:00-7:30pm

Location: Fairchild Library

Description: Initiates will be taught each individual chapter name, university/college and founding date. They will also learn about Robert Rules of Order.

For example:

Umán Chapter

Lehigh University

Founded April 18 2009

Date: Monday, March 3, 2025

Time: 7:30-9:30pm

Location: Fairchild Library

Description: Initiates will observe a chapter meeting and then learn how to prepare an agenda for a meeting. As well as learn how to take minutes, and other duties of each specific position on the executive board.

Initiates will then present to brothers on Robert Rules of Order, on how to properly use and conduct meetings using Robert Rules of Order. Initiates will then have time to prepare to run their own mock chapter meeting. Initiates will then run their own mock chapter meeting based on what they learned the previous day. Brothers will then give their feedback.

Date: Tuesday, March 4, 2025

Time: TBD by initiates

Location: TBD by initiates

Description: Initiates will choose a cause or event to participate in and give back to their community. Initiates are assigned cultural reports and due by Friday, March 7, 2025. Cultural reports will be consisted of both flag report and country report, which is a report on the meaning of the flag of each initiates background and a report on the history of the country.

Date: Wednesday, March 5, 2025

Time: 6:00-8:00pm

Location:

Description: Initiates are encouraged to contact a brother from each chapter by phone call, text message, or email. While initiates are contacting brothers, brothers are to contact them, this is a two way street in expectations. This will help initiates learn about the history and importance of the organization as well as start networking and building bonds with current undergrads and alumni. They will also learn about the different diverse cultures and experiences from each brother.

Date: Thursday, March 6, 2025

Time: 6:00-7:30pm

Location: Fairmart Library

Description: They will be given an examination on the Chapters. This will be followed by a stress management workshop given by a brother in which they will learn how to deal with stress and learn about strategies to help cope with stress. At the end of the session, Cacique and Bohique will review in detail the National Constitution of Lambda Sigma Upsilon Latino Fraternity Inc. with initiates.

Date: Friday, March 7, 2025

Time: 5:00-6:00pm, 8-9pm

Location: Fairmart, Dinner location to be determined

Description: Initiates will review National Constitution as well as Chapter Constitution. Initiates will present on their cultural reports to brothers as well as have a cultural dinner and get to know one another.

Date: Monday, March 17, 2025

Time: 5:00-6:00pm, 7:00-8:30pm

Location: Zoellner, Fairchild Library

Description: Initiates will have the choice to learn how to step and stroll as well as the cultural significance behind each. They will then have a mock Informational Meeting, initiates will prepare Mock Informational meeting for brothers to attend. Brothers will then provide feedback to initiates.

Date: Tuesday, March 18, 2025

Time: 5:00-7:00pm

Location: Fairchild Library

Description: Founding day of Lambda Sigma Upsilon, work on line project and picking line name. Line project is a project that the initiates choose to make to represent themselves and chapter. In example a banner in which the Umán founding line did. Initiates will choose their own line name that will have a special meaning to initiates.

Date: Wednesday, March 19, 2025

Time: 10:00-11:00am, to be determined by initiates, 6:00-7:00pm

Location: Warren Sq E, Fairchild Library

Description: Participants will meet with a chapter President of a nearby active chapter to go over important aspects of running a chapter such as room reservations, cash advances, being a part of Multicultural Greek Council, etc. Final study session, review all information learned. Initiates will review all information to prepare for final exam.

Date: Thursday, March 20, 2025 – Friday, March 21, 2025

Time: 5pm start time on March 20th and March 21st

Location: Kutztown, PA

Description: National new member examination on the overall process and what they have learned. Followed by networking workshop in which they will bring copies of resume and be able to meet within related fields of their majors. We will continue with our rituals and initiation.

Date: Monday, March 24, 2025

Time: 3:00-5:00pm

Location: Zoellner

Description: New member presentation run-throughs

Date: Tuesday, March 25, 2025

Time: 3:00-5:00pm

Location: Zoellner

Description: New member presentation run-throughs

Date: Wednesday, March 26, 2025

Time: 3:00-5:00pm

Location: Zoellner

Description: Final day of preparation for New Member Presentation.

*****Academic Excellence is important to Lambda Sigma Upsilon Latino Fraternity Inc., Initiates are encouraged to have an average 3 to 4 hours of library time each day, in which they are encouraged to complete all homework and readings. Initiates will also have extra time if they have quizzes, test or midterms. Lambda Sigma Upsilon Latino Fraternity Inc. recognizes that initiates are attending Lehigh University for Academics and to ensure a degree above all else. We stress and make academics all our initiates' number one priority. Below is our academic progress report in which we send to all professors to let us know how the initiate is doing in the course. If initiate is not doing well we will give him more time as well as tutor or assist him to bring his grade up in the course or courses.*****



Lambda Sigma Upsilon Latino Fraternity Inc.
Est.1979



Academic Progress Assessment

Name: _____

The above mentioned individual is undergoing the pledging process of Lambda Sigma Upsilon Latino Fraternity Inc. The individual must acquire satisfactory assessments in all registered academic courses. Kindly assess the individual's performance in your course thus far by circling one of the options. Thank You.

| Date | Course | Professor | Performance Assessment | | |
|---------------|----------------|----------------|------------------------|--------------|-----------|
| _____ ____ | _____ _____ | _____ _____ | poor | satisfactory | excellent |
| _____ ____ | _____ _____ | _____ _____ | poor | satisfactory | excellent |
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| _____ | _____ | _____ | poor | satisfact ory | excellent |
| _____ | _____ | _____ | poor | satisfact ory | excellent |
| _____ | _____ | _____ | poor | satisfact ory | excellent |

*This document is neither a contract nor legally binding. It is simply for record keeping purposes of Lambda Sigma Upsilon Latino Fraternity Inc

COMMUNITY SERVICE RECORD LOG SHEET

Date _____

Hours _____

Community Service _____

Address _____

Contact Name _____

Contact Number _____

Describe Community Service Performed

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This sheet is only suggested to be completed on a weekly basis and kept filed away with the MEMBERS OF LAMBDA SIGMA UPSILON LATINO FRATERNITY, INC.