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 management 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 management concern and is subject to legal consequences, including criminal liability in many jurisdictions. Risk management 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 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, Alison Bergin, Chief Education Officer, Amanda Lane, and New Member Director, Emily Ward. The three will convene over the matter, and inform the Advisory Board Co-Chairman, Ashley Sciora. The five 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 limitation, 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 Theta for a Lifetime 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 active 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 events the active members can sign up for including service opportunities or any charity events.

There will be numerous opportunities for volunteer work alongside initiated members through the Community Service Office, 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 New Member Education Program. Active members are also encouraged to interact with the New Members on a day-to-day basis.
Every Sunday evening at 7:00 pm our chapter meeting is held and the New Members are asked to participate in those meetings.

Every Wednesday 4-7 pm the chapter has study hours where girls gather in the library and other common areas of the house to do work and help each other with homework or projects. The New Members will be invited to attend to get some work done for however long they so choose. Scholarship and time management are priorities and this can give them the opportunity to do homework or studying in a relaxed environment while at the house getting to know the initiated members.

On Thursdays all New Members will be invited to the house for lunch with the initiated members between 11-2pm.

Goals

Throughout the education 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.

Education Schedule

Week 1:

- Friday, September 8, 2017: Bids Given Out
- Friday, September 8, 2017: Bid Day Dinner, 6 pm
  - Kappa Alpha Theta Chapter House
  - Emily Ward
  - During the Bid Day Dinner, we will be ordering food for the evening. It is a great time for initiated members to get to know the New Members. During dinner, the New Member Class will participate in ice-breakers with the active members to get to know one another.
  - Following dinner, we will discuss the upcoming Pledge Ceremony with the New Members.

- Saturday, September 9, 2017: Pledge Service, 11 am
  - Kappa Alpha Theta Chapter House
  - Emily Ward and Hannah Yahraus (Ritualist)

- Saturday, September 9, 2017: Initial Meeting, 11:30 am
Kappa Alpha Theta Chapter House

Emily Ward

Following the Pledge Ceremony, we will have the New Members attend their first module. At this meeting, we’ll introduce ourselves and create forms of contact (i.e. email, phone numbers, Facebook group) so we can keep the New Members in the loop and they know how to contact us when needed. We will also give them the schedule for the week and answer any initial questions.

Tuesday, September 12, 2017: Movie Night, 7 pm

Kappa Alpha Theta Chapter House

Emily Ward

All new and active members will be invited to Movie Night. This will give the New Members more opportunity to bond with the chapter.

Wednesday, September 13, 2017: Study Hours 4-7 pm

Thursday, September 14, 2017: New Members are invited to lunch at the house, 11-2pm

Friday, September 15, 2017: New Member Class meeting; Module #1 Member Orientation New Member Manual (MOMMM), 5 pm

Kappa Alpha Theta Chapter House

Emily Ward

At this meeting, each New Member will be instructed on how to access their “Member Orientation New Member Manuals,” 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. The New Member Director will discuss with the New Member class the importance of time management and will answer all 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 binders and will be discussed at the first meeting. New Members are asked to make collages on kites that best represent them, which will be presented at the next New Member meeting. The main focus of the first week is allowing our New Members to become acquainted with the chapter and all initiated members, as well as the other New Members. This initial meeting targets the commitment and accountability portions of the Collaborative Connection foundation. 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. Finally, we will have New Members
write letters to themselves stating their goals, aspirations, thoughts, feelings, and hopes for continued development that will be sent to them after Initiation. We will ask the New Members to describe what they hope to get out of their experiences as well.

- Also in this week’s New Member Class meeting, the New Member Director will go over the reading from Module #1 in MONMM: Theta Beginnings.

- Also invited to this meeting is the Chief Operating Officer, Taylor Gomez. 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. For this purpose, she will pass out her Risk Management team business cards that have her contact information on them. She also oversees the Risk Management Committee. It is very important that the New Members meet her and give her their completed emergency forms, in case anything was to ever happen. Even if it was something small, such as being afraid to walk back to their room late at night, the Chief Operating Officer has been known to go out of her way for initiated members of this chapter. She should be someone the New Members meet right away, and are comfortable with.

Week 2:

- Kite Active Member Week
  - Kite Active Members are scholastic mentors for the New Members. Kite Active Members will be chosen based on the same or similar major to their mentee so New Members can have someone to turn to about Theta and scholarship matters. It’s another way for the New Members to feel connected and a part of the chapter and be able to have an optional study buddy. The Chief Education Officer and New Member Director will buy gifts for each New Member (approx. $25 each through the new member budget) and the Kite Active Member will have an opportunity to personalize these gifts. The week ends on Friday with revelation of the Kite Active Members who will give the New Members a handmade Theta kite pillow. Similar to study hours, Kite Active Member Week will be an opportunity for academic mentors to strengthen the professional growth and success foundation.

- Sunday, September 17, 2017: Chapter, 7 pm
  - Kappa Alpha Theta Chapter House
  - Alison Bergin
• Monday, September 18, 2017: New Member Class meeting; Module #2 in MONMM, 6:30 pm
  o Kappa Alpha Theta Chapter House
  o Emily Ward
  o In this New Member Class meeting, the New Member Director will go over the reading from Module #2: Intellectual Curiosity. This meeting will inspire the Creative Curiosity in the New Members and encourage them to think outside of the box and engage in self-reflection. From this module, the New Members will learn about different requirements for Kappa Alpha Theta internationally, and learn more about the Kappa Alpha Theta Foundation, the International Foundation that donates money to initiated members nationwide. We will invite the Scholarship director, Jasmine Wung, to explain her position, the GPA requirements of Kappa Alpha Theta, and the scholarship requirements of being in a sorority at Lehigh. Jasmine will also take the time to explain to the New Members what scholarship resources are available to them. Following this meeting, the New Members will receive academic mentors (Kite Sisters) during week 2.

• Tuesday, September 19, 2017: Big/Little Social, 7 pm
  o Kappa Alpha Theta Chapter House
  o Emily Ward
  o Games and snacks will be provided for New Members to have a casual environment in which to bond with active members.

• Wednesday, September 20, 2017: Study Hours 4-7 pm

• Thursday, September 21, 2017: New Members are invited to lunch at the house, 11-2 pm

• Friday, September 22, 2017: Kite Active Member Reveal, 4:15 pm
  o Kappa Alpha Theta Chapter House
  o Emily Ward

Week 3:

• Sunday, September 24, 2017: Chapter Meeting, 7 pm
  o Kappa Alpha Theta Chapter House
  o Alison Bergin
- **Monday, September 25, 2017:** New Member Class Meeting; Module #3 MONMM, 6:30 pm
  - Kappa Alpha Theta Chapter House
  - Emily Ward
  - On Saturday, we will go over the last Module in their Member Orientation Guide: Personal Excellence. It is all about the benefits of being in Theta and its values, and having the members reflect on how much Theta means to them. The CEO, Alison Bergin, will attend this meeting to share what Theta means to her. This week helps the New Members get excited to officially be a member of Kappa Alpha Theta. Following the CEO’s talk, members will be given a chance to reflect on their time thus far in Theta and their Identity Development. This will be an opportunity to check-in with themselves and see how they have grown and how their personal values connect to Theta’s values.

- **Tuesday, September 26, 2017:** All MC ’17 Dinner, 5:30 pm
  - On Campus
  - Emily Ward
  - New members and active members will be encouraged to go out to each with each other at their choice of location on campus.

- **Wednesday, September 27, 2017:** Study Hours, 4-7 pm

- **Thursday, September 28, 2017:** New Members are invited to lunch at the house, 11-2 pm

**Week 4:**

- **Big Little Week**
  - This week is probably one of the most important and exciting times as a New Member. The Big Active member is someone that the New Members get to look up to for guidance and advice, and they are welcomed into their family and Theta lineage. It’s always a really exciting time in the chapter. New Members receive clues from the Big Active member as to what their identity is. The theme of the week is geared towards showing New Members what it is like to be a Theta and all the benefits that are associated with it: academically, mentally, and socially. The weekends with the revelation of each active member’s Big/Family and family photos are taken.

- **Sunday, October 1, 2017:** Chapter meeting, 7 pm
  - Kappa Alpha Theta Chapter House
Alison Bergin

- Monday, October 2, 2017: New Member Class Meeting; Module #4 MONMM, 12 pm
  - Kappa Alpha Theta Chapter House
  - Emily Ward
  - This week we will have our usual New Member Class meeting: this time on Module #4: Widest Influence for Good. This section talks about philanthropy, service, and giving back. It is important to participate in giving back to the community, and New Members will be able to share clubs or opportunities they take part in that help those in need. We will invite the Service Chair, Larissa Lin, who can also discuss service opportunities around campus, and in the Bethlehem community. Also, she will discuss our International Philanthropy, CASA. During this meeting, we will ask the New Members to reflect on the causes they are passionate about. They will be given time to brainstorm different ways in which Theta can expand our commitment to service and potentially plan a service opportunity themselves.

- Tuesday, October 3, 2017: MC '17 Crafting Night, 7 pm
  - Kappa Alpha Theta Chapter House
  - Emily Ward
  - Each New Member will be paired with an active member to craft picture frames for their Bigs to give to them at the end of the week after reveal. We hope to pair the new members with a member of their future family.

- Wednesday, October 4, 2017: Study Hours, 4-7 pm

- Thursday, October 5, 2017: New Members are invited to lunch at the house, 11-2 pm

- Friday, October 6, 2017: Big/Little Active Member Revelation, 8 pm
  - Kappa Alpha Theta Chapter House
  - Taylor Gomez (Chief Operating Officer)
  - Revelation consists of a chapter dinner followed by family games, where all the active members are mixed up, separated from their families, and play different card and board games with the New Members. This also helps the New Members meet more members of the chapter, while also building suspense as to which family they will be in later that night. Following the games, the New Members finally learn the identity of her Big Active member! Families are encouraged to spend time together after revelation to get to know each other better.
Week 5:

- Inspiration Week
  - This week is entitled Inspiration Week by Theta HQ because it begins to introduce New Members to more private parts of Theta. There are numerous meetings this week with different events planned for each one. All active and New Members are invited to every event throughout this week. This week is crucial because it helps the New Members get closer with each other, the members of the chapter, and the other members in the Greek community.

- Sunday, October 8, 2017: Chapter Meeting, 7 pm
  - Kappa Alpha Theta Chapter House
  - Alison Bergin

- Monday, October 9, 2017: New Member Class Meeting Module #5 MONMM, 6:30 pm
  - Kappa Alpha Theta Chapter House
  - Emily Ward
  - We will have our last New Member class meeting, going over the fifth Module in the Theta for a Lifetime: Leadership Potential. Theta’s tagline, Leading Women, is very important to Epsilon Rho and we want to see the New Members use their strengths around campus. They will learn about different definitions of leaders and leadership opportunities within Theta.

- Tuesday, October 10, 2017: Leadership Potential, 6 pm
  - New Members will learn about each position within our chapter. We will also educate the New Members on the Nomination Committee Process.

- Thursday, October 12, 2017: New Members are invited to lunch at the house, 11-2 pm

- Thursday, October 12, 2017: Personal Excellence, Time TBD
  - Kappa Alpha Theta Chapter House
  - Emily Ward
  - We will host Theta Trivia Night with questions about Theta. This activity will help New Members think outside of Epsilon Rho and consider what they aspire to be in connection with Theta’s values.

Week 6:
• Continuation of Inspiration Week

• Wednesday, October 18, 2017: Intellectual Curiosity, Time TBD
  o Work with Jasmine, the scholarship director, to evaluate their academic
    performance so far in the semester. We will work to get a professor or resource
    from Lehigh to talk about a topic of interest to the New Members.

• Thursday, October 19, 2017: Ritual Module, 4:10 pm
  o Kappa Alpha Theta Chapter House
  o Emily Ward and Hannah Yahraus

• Thursday, October 19, 2017: Loyalty Service, 5 pm
  o Kappa Alpha Theta
  o Emily Ward and Hannah Yahraus

• Friday, October 20, 2017: Initiation, 4:30pm
  o Kappa Alpha Theta Chapter House
  o Alison Bergin and Hannah Yahraus

Post-Initiation:

• Monday, October 23, 2017: Post-Initiation Ritual Module, 5 pm
  o Kappa Alpha Theta Chapter House
  o Emily Ward and Hannah Yahraus

• Tuesday, October 24, 2017: Commitment to Service, Time TBD
  o Work with the CSO to find a service project in the Bethlehem Area for the New
    Members and Active Members to work together on to serve the community.
# SEPTEMBER 2017

<table>
<thead>
<tr>
<th>SUNDAY</th>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WEDNESDAY</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
<th>SATURDAY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
<td>14</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>18</td>
<td>19</td>
<td>20</td>
<td>21</td>
<td>22</td>
<td>23</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>25</td>
<td>26</td>
<td>27</td>
<td>28</td>
<td>29</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Chapter: 7pm**

**Movie Night: 7pm**

**Study Hours: 4-7pm**

**New Members Invited to Lunch**

**Module 1: 5pm**

**Pledge Service:** 11am

**Initial Meeting and Module 1: 11:30am**

**Kite Active Member Week**

**Chapter: 7pm**

**Module 2: 6:30pm**

**Big/Little Social: 4:30pm**

**Study Hours: 4-7pm**

**New Members Invited to Lunch**

**Kite Active Member Reveal: 4:15pm**

**Chapter: 7pm**

**Module 3: 6:30pm**

**MC '17 Dinner: 5:30pm**

**Study Hours: 4-7pm**

**New Members Invited to Lunch**

---

**NOTES**

**Events**

**Ritual**

**Education**

**Chapter Events**
### OCTOBER 2017

<table>
<thead>
<tr>
<th>SUNDAY</th>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WEDNESDAY</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
<th>SATURDAY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td><em>BIG LITTLE WEEK</em></td>
<td>Module 4: 6:30pm</td>
<td>MC '17 Crafting Night: 6:30pm</td>
<td>Study Hours: 4-7pm</td>
<td>New Members Invited to Lunch</td>
<td>Big/Little Revelation: 8pm</td>
<td></td>
</tr>
<tr>
<td>Chapter: 7pm</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><em>INSPIRATION WEEK 1</em></td>
<td>Leadership Potential</td>
<td>New Members Invited to Lunch Personal Excellence</td>
<td>Pacing Break</td>
<td>Pacing Break</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chapter: 7pm</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>9</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
<td>14</td>
</tr>
<tr>
<td>Module 5: 6:30pm</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18</td>
<td>19</td>
<td>20</td>
<td>21</td>
</tr>
<tr>
<td><em>INSPIRATION WEEK 2</em></td>
<td>Pacing Break</td>
<td>Intellectual Curiosity</td>
<td>Ritual Module: 4:10pm Loyalty: 9pm</td>
<td>Pacing Break</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chapter: 7pm</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>23</td>
<td>24</td>
<td>25</td>
<td>26</td>
<td>27</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Post-Initiation Ritual Module: 5pm Commitment to Service</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**NOTES**

Events

Ritual

Education

Chapter Events