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 Chief Executive Officer, Rachel Lambert, Chief Learning Officer, Ymani Bethea, and New Member Director, Lanita Kim. 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 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 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 events the initiated members can sign up for including service opportunities or any charity events.

There will be numerous 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 New Member Education Program. 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.

Every Saturday 12-3 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 Thursday's 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:**
- **Monday, September 10th, 2018:** Bids Given Out
- **Monday, September 10th, 2018:** Bid Day Conversation Jenga, 7pm
  - Kappa Alpha Theta Chapter House
  - Lanita Kim
  - This is a great time for initiated members to get to know the new members in depth. After a brief introduction, new members will participate in conversation jenga with the initiated members to get to know each other. Snacks and drinks will be provided.
- **Wednesday, September 12, 2018:** Pledge Service, 5 pm
  - Kappa Alpha Theta Chapter House
  - Lanita Kim and Ymani Bethea (CLO)
- **Wednesday, September 12, 2018:** Initial Meeting and Theta Beginnings, 6 pm
  - Kappa Alpha Theta Chapter House
○ Lanita Kim and Ymani Bethea

○ Following the Pledge Service, we will have the new members attend their first module. At this meeting, we will 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.

○ Each new member will be instructed on how to access their new member workbooks, 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. They will be instructed to complete the Personal Information/ Biographical form on the Theta website as well. 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 online workbooks 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 of Lehigh University. 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: Theta Beginnings.

○ Also invited to this meeting is the Chief Operating Officer, Dana Teach. 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 prevention team business cards that have her contact information on them. She also oversees the risk prevention 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.
○ Also invited to this meeting is the rest of Kappa Alpha Theta’s Executive board so they can quickly introduce and explain what their role is in the chapter.

● Wednesday, September 12, 2018: Movie Night, 7 pm
  ○ Kappa Alpha Theta Chapter House
  ○ Lanita Kim
  ○ All new and initiated members will be invited to movie night. This will give the new members the opportunity to introduce themselves and bond with the chapter.

● Thursday, September 13, 2018: New members are invited to lunch at the house, 11-2pm

● Saturday, September 15, 2018: Study Hours 12-3 pm
  ○ This event is open to active members as well as new members.

Week 2:

● Kite Academic Mentor Week
  ○ Kite academic mentors are scholastic mentors for the new members. Kite academic mentors will be chosen based on the same or similar major to their mentee so new members can work with them regarding Theta and scholarship matters. It’s another way for the new members to feel connected and a part of the chapter and have an optional study buddy. The Chief Learning Officer and New Member Director will buy gifts for each new member (approx. $25 each through the new member budget). Each kite academic mentor will remain a secret until Friday but will have an opportunity to personalize these gifts for their assigned new member. The week ends on Friday with revelation of the kite academic mentor, who will give the new members a handmade Theta kite pillow. Similar to study hours, the kite academic mentor program will be an opportunity for academic mentors and new members to strengthen their professional growth and successful foundation for the rest of both of their time at Lehigh.

● Monday, September 17, 2018: New Member Class meeting; New Member Workbook Module #2, 6 pm
  ○ Kappa Alpha Theta Chapter House
  ○ Lanita Kim
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, engage in self-reflection, and learn the tools to assist in personal balance. 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. We will invite the scholarship director, Lucy Swett, to explain her role in the chapter, the GPA requirements of Kappa Alpha Theta, and the scholarship requirements of being in a sorority at Lehigh. Lucy will also take the time to explain to the new members what scholarship resources are available to them.

The academic mentors will also be present for this module to help the New Member Director facilitate small group work. The academic mentors will be working with a small group instead of being paired up with their assigned new members, as they have not been revealed to new members yet, but all academic mentors will be trained prior to the module and receive the facilitator’s guide.

- Monday, September 17, 2018: Big/Little Social, 7:30 pm
  - Kappa Alpha Theta Chapter House
  - Lanita Kim
  - Games and snacks will be provided for new members to have a casual environment in which to bond with initiated members.

- Thursday, September 20, 2018: New members are invited to lunch at the house, 11-2 pm

- Friday, September 21, 2018: Kite Academic Mentors Reveal, 4:15 pm
  - Kappa Alpha Theta Chapter House
  - Lanita Kim
  - The new members and kite academic mentors will gather in the living room after the last day of gifts. One-by-one the academic mentors will reveal which new member they will help mentor throughout their duration at Lehigh.

- Saturday, September 22, 2018: Study Hours 12-3 pm
  - This event is open to active members as well as new members.

**Week 3:**

- Sunday, September 23, 2018: Chapter Meeting, 6:30 pm
  - Kappa Alpha Theta Chapter House
• Monday, September 24, 2018: New Member Class Meeting; New Member Workbook Module #3, 6:00 pm
  ○ Kappa Alpha Theta Chapter House
  ○ Lanita Kim
  ○ We will go over module #3 in their New Member Workbook: Personal Excellence. It is all about the benefits of being in Theta and exploring how the new members values align with Theta’s. The CEO, Rachel Lambert, 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 and see how they have grown and how their personal values connect to Theta’s values.

• Thursday, September 27, 2018: New members are invited to lunch at the house, 11-2 pm

• Saturday, September 29, 2018: Study Hours 12-3 pm
  ○ This event is open to active members as well as new members.

Week 4:

• Big Little Week
  ○ This week is probably one of the most important and exciting times as a new member. The big sister 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 sister 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 week ends with the revelation of each initiated member’s big/family and family photos are taken. See more details about the reveal below.

• Sunday, September 30, 2018: Chapter meeting, 6:30 pm
  ○ Kappa Alpha Theta Chapter House
  ○ Rachel Lambert

• Monday, October 1, 2018: New Member Class Meeting; New Member Workbook Module #4, 6:00 pm
Kappa Alpha Theta Chapter House
Lanita Kim
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 Philanthropy Director, Karlynn Miller, 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 2, 2018: Crafting Bonding Night, 6:30 pm
  - Kappa Alpha Theta Chapter House
  - Lanita Kim
  - This crafting night is an opportunity for new members and active members to come together and bond while painting canvases.

- Thursday, October 4, 2018: New members are invited to lunch at the house, 11-2 pm

- Saturday, October 6, 2018: Study Hours, 12-3 pm
  - This event is open to active members as well as new members.

- Saturday, October 6, 2018: Big/Little Sister Revelation, 7 pm
  - Kappa Alpha Theta Chapter House
  - Dana Teach (Chief Operating Officer)
  - Revelation consists of a chapter dinner followed by family games, where all the initiated 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 and potential big sisters will gather in the living room in a big circle. One-by-one, the new members will step inside the circle and be able to look around at all of her potential big sisters. After a few seconds of suspense, the big sister will step forward and reveal her identity. Everyone in the circle cheers for the new big/little sister duo. After some laughs and a lot of hugs, the new and initiated members are
encouraged to hang out at the chapter house for a movie night with popcorn, s’mores and other snacks.

**Week 5:**

- **Inspiration Week 1**
  - This week is entitled Inspiration Week by Theta Headquarters because it begins to introduce new members to more intimate parts of Theta in small sisterhood activities that involve the whole chapter. There are numerous meetings this week with different events planned for each one. All initiated 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 7, 2018: Chapter Meeting, 6:30 pm**
  - Kappa Alpha Theta Chapter House
  - Rachel Lambert

- **Monday, October 8, 2018: New Member Workbook Module #5, 6:00 pm**
  - Kappa Alpha Theta Chapter House
  - Lanita Kim
  - We will have our last new member class meeting, going over the fifth module, which is Leadership Potential. Theta’s tagline, Making a Difference Together, 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 the leadership development opportunities within Theta and at Lehigh.

- **Tuesday, October 9, 2018: Personal Excellence, 6 pm**
  - Kappa Alpha Theta Chapter House
  - Lanita Kim
  - Each new member will be paired with an initiated member to craft family trees for their big sisters to give to them at the end of the week. We hope to pair the new members with a member of their family so they learn more about their sisterhood.

- **Wednesday, October 10, 2018: Intellectual Curiosity, 7pm**
  - Kappa Alpha Theta Chapter House
  - Lanita Kim
We will organize a resume/cover letter peer review night to explore the intellectual component of Theta’s values. This will also be an opportunity for new members to create a resume with some guidance from older initiated members. We will provide brain food snacks and great atmosphere to foster the intellectual curiosity of our new members. Others who are not interested in resume peer reviews can use this time as a study night.

- Thursday, October 11, 2018: New members are invited to lunch at the house, 11-2 pm
- Thursday, October 11, 2018: Leadership Potential, 6pm
  - Kappa Alpha Theta Chapter House
  - Lanita Kim
  - New members will have an opportunity to shadow a Theta officer. They will be able to ask the women in Theta who hold positions that they may be interested in and learn more about it.

**Week 6:**

- Inspiration Week 2
  - This week is entitled Inspiration Week by Theta Headquarters because it begins to introduce new members to more intimate parts of Theta. There are numerous meetings this week with different events planned for each one. All initiated 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.

- Wednesday, October 17, 2018: Commitment to Service, 5pm
  - Kappa Alpha Theta Chapter House
  - Lanita Kim
  - We will provide the new members with the opportunity to assist the Allentown CASA Association by organizing books and writing letters for school aged children.

- Friday, October 19, 2018: Pre-Initiation Module, 4 pm
  - Kappa Alpha Theta Chapter House
  - Ymani Bethea
  - This module will include all the information needed to get ready for initiation.

- Friday, October 19, 2018: Loyalty Service, 5 pm
  - Kappa Alpha Theta
○ Lanita Kim and Ymani Bethea

● Saturday, October 20, 2018: Initiation, 10 am
  ○ Kappa Alpha Theta Chapter House
  ○ Rachel Lambert and Ymani Bethea

Post-Initiation:

● Monday, October 22, 2018: Post-Initiation Ritual Module, 5 pm
  ○ Kappa Alpha Theta Chapter House
  ○ Ymani Bethea