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 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, Lois Kim, Chief Learning Officer, Meghan Reynolds, and New Member Director, Samantha Margolis. 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 event 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 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 one three-hour block of study hours on a set day of the week. We will then announce these hours during chapter and remind initiated members of them each week. This gives new members an opportunity to come up and 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 OFSA 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 getting to know the initiated members.

**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 purpose of member orientation is to provide new members with an orientation to the Fraternity and to integrate them into the chapter as members in a timely manner.

**Education Schedule**

**Week 1:**
- Friday, September 6th, 2019: Bids Given Out
- Monday, September 9th, 2019: Bid Day Celebration and Initial Meeting, 7pm
  - Kappa Alpha Theta Chapter House
  - Samantha Margolis
  - This is a great time for initiated members to get to know the new members. After a brief introduction, new members will participate in friendship speed dating activity with the initiated members to get to know each other. Snacks and drinks will be provided.
  - New members will meet with their new member educator (Samantha) and CLO (Meghan). At this meeting, we will introduce ourselves and create forms of
contact (i.e. email, phone numbers, GroupMe 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. We will explain what to wear and what to expect from Pledge service the following day.

○ 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 the 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. 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.

○ Invited to this meeting is the Chief Operating Officer, Abby Lombard. 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 and she will collect their information and signatures on an emergency contact form. Along with risk prevention, Abby will discuss the steps Epsilon Rho takes to promote positive mental health as well as utilizing the Membership Development Committee for any potential problems/ situations that may arise. She will go in depth about what MDC is, how it can be used, and the benefits it has on the chapter as well as the benefits and services it provides for each individual member. Abby will proceed to explain that Anastasia Citsay is their elected MDC representative and she is also a resource for them. We want to convey that MDC is one of the best resources for the new members throughout education and post initiation.

○ Tuesday, September 10, 2019: Pledge Service, 4:30 pm
    ○ Kappa Alpha Theta Chapter House
    ○ Samantha Margolis and Meghan Reynolds (CLO)

○ Tuesday, September 10, 2019: Theta Beginnings, 5:30 pm
    ○ Kappa Alpha Theta Chapter House
○ Samantha Margolis and Meghan Reynolds
○ The new member director will go over the reading from Module #1: Theta Beginnings. This module focuses on Kappa Alpha Theta’s history and founding values.
○ Rebecca Gjini (CFO) will be invited to this meeting to provide information on member dues and both international and school resources for outside funding. She will provide her contact information if any of the new members have questions regarding Theta’s finances.
○ New members are asked to make collages on kites that best represent them, which will be presented at the next new member meeting. These kites will represent their values, goals, and passions not only as Theta women but as individuals.

● Wednesday, September 11, 2019: Movie Night, 7 pm
  ○ Kappa Alpha Theta Chapter House
  ○ Samantha Margolis
  ○ All new and initiated members will be invited to a movie night. This will give the new members the opportunity to introduce themselves and bond with the chapter.

● Saturday, September 14, 2019: Study Hours 12-3 pm
  ○ This event is open to initiated members as well as new members.

Week 2:

● Academic Mentor Week
  ○ Academic Mentor week coincides with Intellectual Curiosity module, which is required by Headquarters. By utilizing one of Kappa Alpha Theta’s core values as a central theme throughout this week, we combine our successful Lehigh academic mentorship with a key Theta value to help show that Theta’s principles are relevant throughout our educational experience at Lehigh.
  ○ Academic mentors are scholastic mentors paired with a new member. Academic mentors, which we call Kite Sisters, will be chosen based on the same or similar major to their mentee so new members can work with them regarding 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. All Kite Sisters will be trained prior to the module and receive the facilitator’s guide.
  ○ Throughout the week, new members will receive study tips and academic advice from their Kite Sister. The week ends on Friday with a Kite Sister sisterhood event, where the mentors will give the new members a handmade Theta kite card. 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 their time at Lehigh. Mentors will be encouraged to meet with their pairing individually throughout the semester.

- In forming these academic connections early and attending the event at the end of the week, the new members will get excited about the academic and scholarship side of Theta, just as they would other events like big little reveal or philanthropy events. With the same excitement surrounding academic events as other events, new members get a glimpse into how important Scholarship is to our chapter and overall sorority.

- Sunday, September 15th, 2019: Chapter Meeting, 6:30 pm
  - Kappa Alpha Theta Chapter House
  - Lois Kim
  - Prior to their first chapter meeting, new members will be introduced to Sammy Baker (CEAO) who will briefly explain how to represent a Theta woman on social media and other online platforms. This is in response to the new Panhellenic bylaws regarding behavior on social media which are currently in the process of being passed.

- Monday, September 16, 2019: New Member Workbook Module #2, 6pm
  - Kappa Alpha Theta Chapter House
  - Samantha Margolis
  - 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 Theta Foundation, which provides scholarships to initiated members and supports educational programming for the fraternity. We will invite the scholarship director, Emily Glueck, 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. Emily 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 16, 2019: Sister Social Event 7:30 pm
  ○ Kappa Alpha Theta Chapter House
  ○ Samantha Margolis
  ○ Games and snacks will be provided for new members to have a casual environment in which to bond with initiated members.

- Friday, September 20, 2019: Kite Academic Mentors Sisterhood Event and Fireside, 4:30 pm
  ○ Kappa Alpha Theta Chapter House
  ○ Samantha Margolis, Emily Glueck
  ○ The new members and kite academic mentors will gather in the living room to receive their kite cards and discuss what they learned from each other and will continue to hope to learn from their mentorship throughout their duration at Lehigh. Pizza and snacks will be provided to the kite sister pairings to celebrate their new academic mentorship.
  ○ Following the event, new members and initiated members will be encouraged to stay at the house for a fireside. Firesides are a fun, creative opportunity to strengthen unity, enhance sisterhood, and discuss current challenges within the chapter on a deeper level. It is most effective when all chapter members attend. A fireside gives members a chance to communicate with other members of Kappa Alpha Theta in a confidential setting. This is an open forum meant to facilitate meaningful conversation that will allow us to get to know each other on a deeper, more intimate level in a way that does not usually happen in our day to day lives. This will help facilitate the connections that make being part of the Theta sisterhood so special. The new Members will benefit greatly from the deep conversations that will result from the fireside, enhancing their relationships with each other and current members.

- Saturday, September 21, 2019: Study Hours 12-3 pm
  ○ This event is open to initiated members as well as new members.

**Week 3:**

- Big Little Week
  ○ This week is one of the more 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 fun 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.

- **Sunday, September 22, 2019: Chapter Meeting, 6:30 pm**
  - Kappa Alpha Theta Chapter House
  - Lois Kim

- **Monday, September 23, 2019: New Member Workbook Module #3, 6:00 pm**
  - Kappa Alpha Theta Chapter House
  - Samantha Margolis
  - 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, Lois Kim, 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. Other seniors will be offered the opportunity to attend this module and speak on their Theta experiences as well. 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.
  - Melissa Callahan (CAO) will be invited to this meeting to speak more about Chapterspot and other chapter systems. This will help new members understand how the chapter runs on a deeper level while simultaneously giving them access to the resources we have on an international level. It will prepare them for the transition from new member to initiated member.

- **Friday, September 27, 2019: Big/Little Sister Revelation, 7 pm**
  - Kappa Alpha Theta Chapter House
  - Abby Lombard, Samantha Margolis, Meghan Reynolds
  - 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.

- Saturday, September 28, 2019: Study Hours 12-3 pm
  - This event is open to initiated members as well as new members.

**Week 4:**

- Inspiration Week
  - 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. The 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, September 29, 2019: Chapter meeting, 6:30 pm
  - Kappa Alpha Theta Chapter House
  - Lois Kim

- Monday, September 20, 2019: New Member Workbook Module #4, 6pm
  - Kappa Alpha Theta Chapter House
  - Samantha Margolis
  - 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 Maria Macaluso (Philanthropy Director) 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.

- Sammy Baker (CEAO) will also attend this meeting to further explain the chapter’s marketing initiatives.

- **Wednesday, October 2, 2019: Officer Meet and Greet, 6pm**
  - Kappa Alpha Theta Chapter House
  - Lois Kim
  - We will have a chapter wide meet and greet with the current officers that make up the cabinet. This event is important to enhance members understanding of specific job descriptions and time commitments. By having conversations with officers, new members will be able to enhance their leadership understanding of this chapter and try to envision themselves in these potential leadership roles.

- **Thursday, October 3, 2019: Loyalty Service and Pre Initiation Module, 4:30 pm**
  - Kappa Alpha Theta Chapter House
  - Meghan Reynolds
  - Following Loyalty Service, the CLO will lead a module explaining what to expect for initiation.

**Week 5:**

- **Sunday, October 6, 2019: Initiation, 6pm**
  - Kappa Alpha Theta Chapter House
  - Lois Kim
  - By initiating the members on October 6th, the new members will be able to attend the sisterhood retreat, affording them one of the best opportunities to bond with their new sisters.

- **Monday, October 7, 2019: Post-Initiation Ritual Module, 5 pm**
  - Kappa Alpha Theta Chapter House
  - Meghan Reynolds

- **Monday, October 8, 2019: New Member Workbook Module #5, 6:00 pm**
  - Kappa Alpha Theta Chapter House
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.

After the regular modules, new members will meet with Audrey Sickles (CRO) to learn about the recruitment process from the perspective of an initiated sister. Audrey will also explain more details of her role and the functioning of ERB.

**Week 6:**

- **Sunday, October 13, 2019: Chapter Meeting, 6:30 pm**
  - Kappa Alpha Theta Chapter House
  - Lois Kim

- **Wednesday, October 16: Be Your Own Crafting Night, 4:30pm**
  - Kappa Alpha Theta Chapter House
  - Samantha Margolis
  - The newly initiated members along with all other members will be invited to attend a Be Your Own crafting event hosted by the Center for Gender Equity (CGE). This event will allow them to define themselves on a personal and cultural level through artistic expression. Additionally, the director of the CGE, Rita Jones, will lead attendees in a discussion and provide crafting materials. At the end of the event, all members will write brief artist’s statements to reflect on what their pieces mean to them and how they reflect their values. Partnership with this campus-wide event, will facilitate a space where new members and potential bigs can be as vulnerable and personal as they choose, creating deeper bonds between them.

**Week 7:**

- **Sunday, October 20, 2019: Chapter Meeting, 6:30 pm**
  - Kappa Alpha Theta Chapter House
  - Lois Kim
Thursday, October 24, 2019: CSO Info Session, 4:30pm
○ Kappa Alpha Theta Chapter House
○ Samantha Margolis
○ Representatives from the Community Service Office will be invited to the chapter house to discuss various service opportunities available in the South Bethlehem community. This is also the week of the chapter’s major philanthropy events and will round out new member education by emphasizing the chapter’s commitment to service.