



STUDENT AFFAIRS

Fraternity & Sorority Life

New Member Educator Handbook

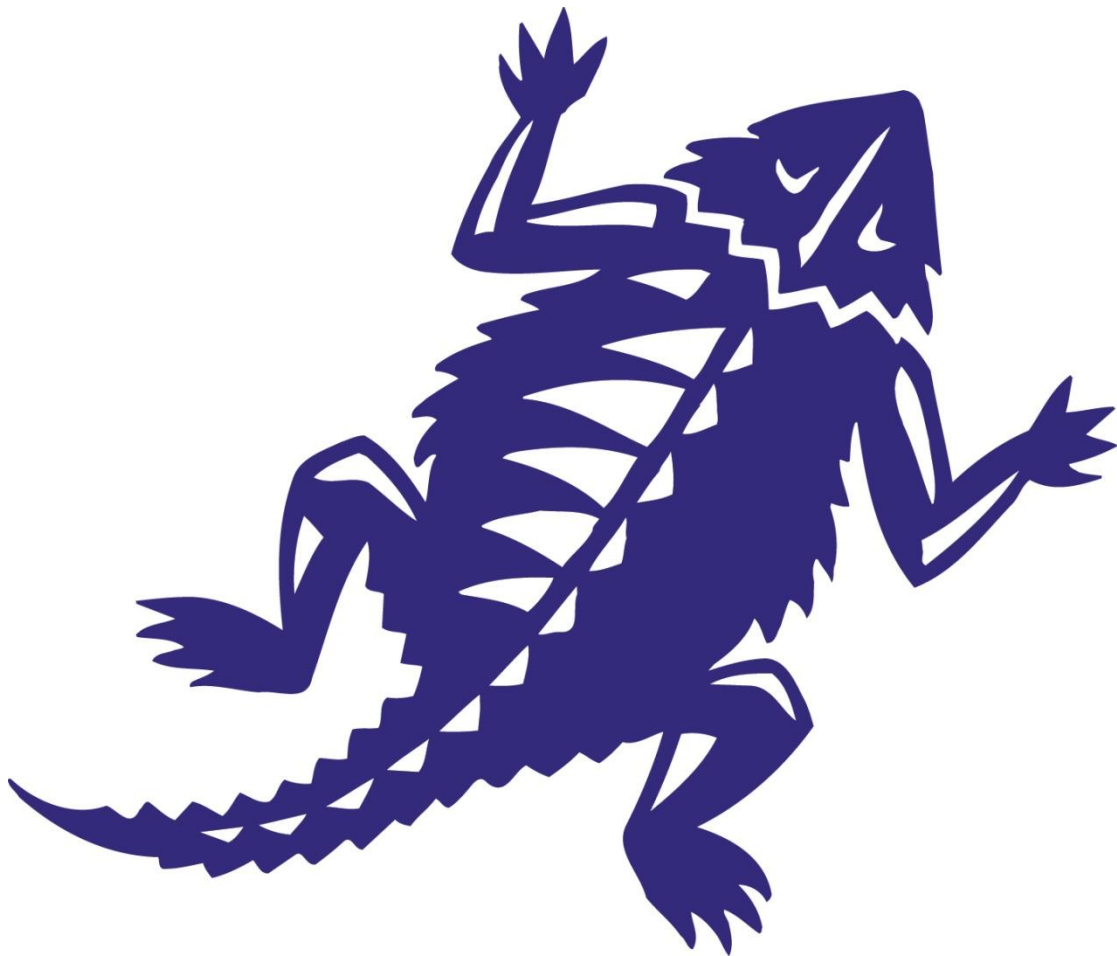




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Purpose of New Member Education

Welcome to the TCU Greek community! Whether you are a new member/neophyte or a chapter member, this manual was created for you. With more than half of the student population at TCU involved in a Greek organization, this manual is here to help you learn more our community. While your chapter will have their own version of a new member education handbook, we hope that this manual will supplement the things you are learning within your organization. Our philosophy of new member education is this:

All of our organizations, no matter the council, exist to build men or women in some capacity. While the language might be different for some, we exist to be better than average and impact the world for the better. This is only achieved when live out this purpose on a daily basis, not only when it's convenient for us. When that happens, Greek Life fulfills its purpose that your founders started years ago.



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Greek Councils at Texas Christian University

Independent Greek Council (IGC): IGC is home to our faith-based and music fraternities and sororities.

Interfraternity Council (IFC): IFC is home to our social fraternities. Many of these organizations are members of the North-American Interfraternity Conference (NIC), which works to support the advocacy and education of its member organizations. Learn more at nicindy.org

Multicultural Greek Council (MGC): MGC is home to our cultural fraternities and sororities.

National Pan-Hellenic Council (NPHC): NPHC is home to our historically African American fraternities and sororities. Sometimes referred to as the “Divine Nine”, these organizations are members of the National Pan-Hellenic Council, Inc., which promotes interactions through meetings and forums as well as educational opportunities. Learn more at:
<http://www.nphcq.org/quantum/>

Panhellenic Council (PHC): PHC is home to our social sororities. All of these organizations are members of the National Panhellenic Conference Learn more at <http://npcwomen.org/>



Greek at Large

Many of our chapters are supported under large umbrella organizations to promote educational opportunities, lobby on behalf of fraternities and sororities, and provide assistance to campuses and headquarters. Those include the North-American Interfraternity Conference (NIC), National Panhellenic Council (NPC), National Pan-Hellenic Council (NPHC), and National Association of Latino Fraternal Organizations (NALFO). Here are all the current members as of 2017.

IFC

- Beta Theta Pi
- Kappa Sigma
- Lambda Chi Alpha
- Phi Delta Theta
- Phi Gamma Delta
- Phi Kappa Sigma
- Pi Kappa Phi
- Sigma Alpha Epsilon
- Sigma Chi
- Sigma Nu
- Sigma Phi Epsilon

PHC

- Alpha Chi Omega
- Alpha Delta Pi
- Alpha Omicron Pi
- Chi Omega
- Delta Delta Delta
- Delta Gamma
- Gamma Phi Beta
- Kappa Alpha Theta
- Kappa Kappa Gamma
- Pi Beta Phi
- Phi Mu
- Sigma Kappa
- Zeta Tau Alpha

NPHC

- Alpha Kappa Alpha Sorority Inc.
- Alpha Phi Alpha Fraternity Inc.
- Delta Sigma Theta Sorority Inc.
- Kappa Alpha Psi Fraternity Inc.
- Omega Psi Phi Fraternity Inc.
- Sigma Gamma Rho Sorority Inc.

IGC

- Beta Upsilon Chi
- Sigma Phi Lambda
- Kappa Kappa Psi
- Tau Beta Sigma



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MGC

- Chi Upsilon Sigma
- Kappa Lambda Delta
- Lambda Theta Alpha
- Lambda Theta Phi
- Omega Delta Phi
- Phi Mu Alpha
- Sigma Lambda Alpha

Order of Omega

Purpose:

- To recognize those fraternity men and women who have attained a high standard of leadership in Interfraternity activities, to encourage them to continue along this line, and to inspire others to strive for similar conspicuous attainment;
- To bring together outstanding fraternity men and women to create an organization which will help to mold the sentiment of the institution on questions of local and intercollegiate fraternity affairs.
- To bring together members of the faculty, alumni, and student members of the institution's fraternities and sororities on a basis of mutual interest, understanding and helpfulness;
- To help create an atmosphere where ideas and issues can be discussed openly across Greek lines and to help work out solutions.

Collaborative Greek Alliance

Mission:

To unite organizations of brotherhood and sisterhood so that they may truly live the ritual.

Vision: To unite the TCU Greek Community by opening channels of communication and providing support for one another. To be leaders among our peers and exemplify the values and rituals our organizations strive to uphold. To teach our own brothers and sisters to live our values and strive to be “ethical and responsible citizens in the global community.”





Greek Alphabet

Alpha
(al-fa)

Beta
(bay-tah)

Gamma
(gam-ah)

Delta
(del-ta)

Epsilon
(ep-si-lon)

Zeta
(zay-tah)

Eta
(ay-tah)

Theta
(thay-tah)

Iota
(eye-o-tah)

Kappa
(cap-pah)

Lambda
(lamb-dah)

Mu
(mew)

Nu
(new)

Xi
(zie)

Omicron
(om-e-cron)

Pi
(pie)

Rho
(roe)

Sigma
(sig-mah)

Tau
(taw)

Upsilon
(up-si-lon)

Phi
(fie) or (fee)

Chi
(kie)

Psi
(sigh)

Omega
(oh-may-gah)

Latin Terminology

It is important to learn to distinguish the various Latin terms relating to graduates.

Alumnus
Alumni
Alumna
Alumnae

Masculine, singular
Masculine, plural or group of both male and female graduates.
Feminine, singular
Feminine, plural



Glossary

Active

A fully initiated member of a chapter who is in good standing.

Alumna or Alumnus

Any initiated member of a sorority or fraternity who has graduated from college.

Badge

The active pin, worn on the chest, designates an initiated member of a certain fraternity or sorority.

Bid

A formal invitation to join a fraternity or sorority.

Big Sister/Brother

A new member typically receives or selects an initiated member to be his/her big brother or sister. This older member serves as a role model and resource to the new member.

Brothers/Sisters

Members of the same fraternity or sorority.

Chapter

The local group of a national sorority or fraternity.

Culturally-Based Greek-Letter Organization

A fraternity or sorority that focuses on a specific culture(s) in its ritual, purpose, activities and ceremonies. Member organizations of National Pan-Hellenic Council and Multicultural Greek Council are all culturally-based.

Formal Recruitment

A designated membership period during which each IFC and Panhellenic organization holds a series of organized events. Formal Recruitment is implemented and organized by the IFC and Panhellenic Council.

Fraternity

Often, a men's organization characterized by high ideals and leadership, scholastic achievement, fellowship, oaths of fidelity and a ritual. However, the term "fraternity" may apply to a female sorority.

Informal or Open Recruitment

Recruitment period conducted at various times during the year including the summer.

Initiation

A ritual or ceremony during which a new member receives lifelong membership in the organization.

Legacy

A woman whose mother, sister or, in some cases, grandmother is an initiated member of a sorority. A man whose father, brother or, in some cases, grandfather is an initiated member of a fraternity. Legacy stipulations differ for each sorority and fraternity.

Line Sisters (LS) or Line Brothers (LB)

Individuals who are members of the same intake class and organization.



Membership Intake

The process in which new members are required to participate in order to become a member of a sorority or fraternity. Typically used to reference culturally-based Greek-letter organization practices of acquiring membership.

Neophyte (Neo)

A new member of a culturally-based Greek organization.

New Member

A member of a fraternity or sorority organization who has not yet been initiated.

New Member Class/Line

A group of individuals who are selected to become inducted/initiated into a particular sorority or fraternity.

New Member Educator

The chapter officer who coordinates the education of the organization's new members.

New Member Meetings

Special meetings that may be held each week for the new members. In addition to learning the history of the organization, new members may hear presentations on study skills, leadership development, risk management, and other important issues.

Pin

A new member or associate pin is simpler in design and identifies a new or associate member of a particular fraternity or sorority.

Potential New Member (PNM)

A term used to describe an individual seeking membership and/or participating in a recruitment process.

Probate/Presentations

A show often organized by culturally-based organizations to introduce their new members to the campus community.

Prophyte

Referring to an older brother/sister in a culturally based organization.

Quota

The specific number of potential new members each Panhellenic Council sorority chapter can accept during fall formal recruitment.

Rho Gammas

Sorority women who are carefully selected and trained to guide potential new members through the formal recruitment process for the Panhellenic Council.

Silence

Period of time when conversation and contact between potential new members and sorority active members, new members, and alumna is strictly limited by the Panhellenic Council Recruitment Rules.

Sorority

An individual women's organization characterized by high ideals and leadership, scholastic achievement, fellowship, oaths of fidelity, ritual, and typically designated by Greek letters.



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Stepping

A series of complex, synchronous and precise rhythmic movements performed to songs, stomps or chants and created by organization members. Typically performed by culturally-based Greek letter organizations.

Strolling

Performed by culturally-based fraternities or sororites, a stroll is usually performed in unison to a song with precise and synchronized movements, possibly in a line.

Yard

Refers to the particular campus or university a chapter is present. On yard might refer to organizations that have active status on campus. This is associated with culturally



Motivation/Inspiring Members

*Taken from *The Psychology of Self-Motivation* By Scott Geller

Inspiration. It's a powerful word. A word that many would associate with great leaders. The problem is not everyone knows the best ways to inspire people. More accurately, not everyone knows the best ways to help their people be self-motivated. Scott Geller, a professor at Virginia Tech, discusses the psychology of self-motivation. This idea of empowerment. Not the management definition of empowerment, which Scott says, "Get it done... with few resources and less time. I EMPOWER YOU." Instead, Scott talks about feeling empowered. By focusing on these four C's, you will be closer to serving your brothers and sisters and helping them feel empowered, and therefore be self-motivated.

1st C: Competence – "Do you believe you can do it?" If a member believes they can do something, they are more likely to follow through. A great way to help members feel competent is to give feedback. This feedback shouldn't take the form of micro-management, but should be constructive so the member can grow from the experience.

2nd C: Choice – "Do you believe the work that we are doing will led to the result we want? And do you believe you have a say in that decision?" Every decision needs to have purpose behind it. When people have a strong "why" backing their decision they are more likely to be self-motivated. Helping reaffirm expectations and recognizing people's strengths is a good way to set them up for success.

3rd C: Consequences – "Life is driven by consequence." When making decisions, the consequences always play a factor. Members will assess what are the positive consequences for making this decision and what are the negative consequences. In addition, a member's attitude and perspective will play a role in that decision as Scott describes this as being a "Success seeker vs failure avoider". Scott uses this example. Do you go to class because you have to? Because it's a requirement? If so, you are motivated be wanting to avoid failure. Versus do you go to class because it's an opportunity to learn and grow. It's important that out motivation is to seek success rather than avoid failure.

4th C: Community – "Do you feel connected with the people involved?" The number 1 reason people join fraternity and sorority is they are looking for connection and belonging. Surprisingly, the number 1 reason people leave fraternity and sorority is because they lacked connection and belonging. This is why it's important to invest in brotherhood and sisterhood time. It's also a great opportunity to meet with others in the community to expand your network and your experience.



Conflict Resolution

As a member of the Greek Community, you are expected to live up to the high standards set by your founders. Living up to those high standards is tough, but it's your responsibility as a brother or sister to maintain that high standard for everyone. Here are some helpful tips when addressing conflict.

- Focus on the problem, not the person. One of the biggest struggles with dealing with conflict is people becoming defensive. This usually happens because they feel their character is being brought into question. If this problem has happened multiple times and you have addressed it already, at that point it could be a character problem. However, most issues can be addressed early to help prevent the action from becoming a habit. Don't address the person's character, but rather focus on how the problem isn't reflective of the organizations values. Show why it's matters.

Ten Strategies for Conflict Resolution

- **When angry, separate yourself from the situation and take time to cool out.**
- **Attack the problem, not the person. Start with a compliment.**
- **Communicate your feelings assertively, NOT aggressively. Express them without blaming.**
- **Focus on the issue, NOT your position about the issue.**
- **Accept and respect that individual opinions may differ, don't try to force compliance, work to develop common agreement.**
- **Do not review the situation as a competition, where one has to win and one has to lose. Work toward a solution where both parties can have some of their needs met.**
- **Focus on areas of common interest and agreement, instead of areas of disagreement and opposition.**
- **NEVER jump to conclusions or make assumptions about what another is feeling or thinking.**
- **Listen without interrupting; ask for feedback if needed to assure a clear understanding of the issue.**
- **Remember, when only one person's needs are satisfied in a conflict, it is NOT resolved and will continue.**
- **Forget the past and stay in the present.**
- **Build 'power with' NOT 'power over' others.**
- **Thank the person for listening.**

*Developed by Wholistic Stress Control Institute, Inc.



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Who is the ideal New Member Educator?

It's a great question and one that all chapters no matter the council need to have a clear answer. It's important to look at both the character of the individual, but also the type of work that needs to be done as a new member educator. Here is a look at some of the aspects of the ideal new member educator.

Facilitator: "a person or thing that makes an action or process easy or easier". A facilitator is a catalyst for meaningful conversation. He or she role isn't to dominate the conversation, but helps guide the conversation to an objective reflective of the organizations values.

Counselor: "a person trained to give guidance on personal, social, or psychological problems". While you might not have a degree in counseling, a great new member educator needs to be able to recognize personal and social problems.

Educator: "a person who provides instruction or education; a teacher". As an educator, it's your role in inspire your new members/neophytes to learn why the values of your organization are important and how to live those values everyday.

Organizer: "a person who uses structure and details to plan and activity or event." Many of the new members/neophytes rely on you to help them through this process. While they might have a big brother or sister helping them on through their requirements, it's your job to stay organized with the education process.



New Member Education and Intake Guidelines

1. Training for New Member Educators – Each chapter wishing to conduct new member education/orientation or intake must send at least one representative who is involved with the program to attend New Member Educator Training through the Office of Fraternity and Sorority Life. It is suggested that if there are multiple members involved, they all attend.
2. Training for Chapter Members - The New Member Educator must host a meeting with chapter members each semester, prior to the start of the new member education period, to review the rules, regulations and policies regarding new member education/intake and hazing. Each member then must sign the Hazing Prevention Agreement and that must be submitted to the Office of Fraternity and Sorority Life before the education period can begin.
3. University Recess - No new member program may take place during university breaks
4. Time of Activities - New members may not participate in fraternity/sorority related activities before 8:00 am or after 12:00 midnight. New members must be allowed at least eight continuous, uninterrupted hours of personal time each night during their education/orientation program.
5. Timeline Submission - Each chapter wishing to conduct new member programming or intake must submit a timeline of all activities and events that will occur during the New Member Education program/orientation.
6. Program Submission – Each chapter wishing to conduct new member programming or intake must submit a copy of the program/handbook/activity details that will occur during the New Member education program/orientation. If a national program is mandated by the organization, the chapter must follow this precisely. Once a national program is on file in the Office of Fraternity and Sorority Life, the chapter may simply update the timeline each semester unless the national program is changed.
7. Advisor Involvement – Chapters must have an advisor present at all ceremonies including Pinning, Big/Little Night, and Initiation.
8. Academic Requirements – Each student wishing to join a Texas Christian University recognized fraternity or sorority must possess a minimum cumulative GPA of 2.5 and 12 Texas Christian University academic credits. Some National Organizations require a higher minimum GPA, which the individual chapters are required to enforce. This information may be released to the undergraduate chapter president and academic chair person, alumni advisor(s), and the national/international headquarters.



9. Off Campus Events - Chapters are not authorized to host new member events at any off campus location. In the case that a chapter event is being held off campus and new members are invited to attend (i.e. chapter retreat, formal dance at a 3rd party vendor, service project, etc.), the chapter must have the attendance of new members at the event approved by the Director of Fraternity and Sorority Life.

10. Compliance with National rules and regulations - All chapters are required to act in accordance with the rules and regulations set forth by their National Organizations, the respective National Governing Umbrella Organizations (i.e. North American Interfraternity Conference, National Panhellenic Conference, National Pan-Hellenic Council, National Association of Latin Fraternal Organizations, etc.), and the policies and guidelines set forth by the Fraternal Information and Programming Group.

11. New Member Date Nights (where new members of one organization have an event with new members of another organization) should follow all social event hosting policies and procedures, both of the organization and of TCU. These events should be registered through OrgSync, like any other social event, regardless of bus loading necessity. All organizations should reference their own national or international organization's policies to ensure compliance with all expectations set forth by their respective organization.



TEXAS CHRISTIAN UNIVERSITY HAZING POLICY
TCU Code of Student Conduct Section 3.2.2 Hazing

Organizations and individuals at TCU are reminded that the institution bans hazing in its Code of Conduct (section 3.2.2) and takes appropriate disciplinary action against groups or individuals found to have violated the Code.

The University defines hazing as any action taken or situation created, intentionally whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations include any act of personal servitude; paddling in any form; creation of excessive fatigue, physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities; late work sessions which interfere with scholastic activities; and any other activities which are not consistent with the regulations and policies of TCU.

Any student who has been hazed or thinks he/she is going to be hazed should report such actions to the University Hazing Hotline at 817-257-HAZE (4293), the Office of Student Organizations (OSO), Office of Campus Life or the Vice Chancellor for Student Affairs.

TEXAS STATE HAZING LAW

Texas Education Code, Chapter 37:

SUBCHAPTER F. HAZING

Sec. 37.151. DEFINITIONS. In this subchapter:

- (1) "Educational institution" includes a public or private high school.
- (2) "Pledge" means any person who has been accepted by, is considering an offer of membership from, or is in the process of qualifying for membership in an organization.
- (3) "Pledging" means any action or activity related to becoming a member of an organization.
- (4) "Student" means any person who:
 - (A) is registered in or in attendance at an educational institution;
 - (B) has been accepted for admission at the educational institution where the hazing incident occurs; or
 - (C) intends to attend an educational institution during any of its regular sessions after a period of scheduled vacation.
- (5) "Organization" means a fraternity, sorority, association, corporation, order, society, corps, club, or service, social, or similar group, whose members are primarily students.
- (6) "Hazing" means any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of



pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization. The term includes:

(A) any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity;

(B) any type of physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;

(C) any activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;

(D) any activity that intimidates or threatens the student with ostracism, that subjects the student to extreme mental stress, shame, or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from entering or remaining registered in an educational institution, or that may reasonably be expected to cause a student to leave the organization or the institution rather than submit to acts described in this subdivision; and

(E) any activity that induces, causes, or requires the student to perform a duty or task that involves a violation of the Penal Code.

Sec. 37.152. PERSONAL HAZING OFFENSE. (a) A person commits an offense if the person:

(1) engages in hazing;

(2) solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing;

(3) recklessly permits hazing to occur; or

(4) has firsthand knowledge of the planning of a specific hazing incident involving a student in an educational institution, or has firsthand knowledge that a specific hazing incident has occurred, and knowingly fails to report that knowledge in writing to the dean of students or other appropriate official of the institution.

(b) The offense of failing to report is a Class B misdemeanor.

(c) Any other offense under this section that does not cause serious bodily injury to another is a Class B misdemeanor.

(d) Any other offense under this section that causes serious bodily injury to another is a Class A misdemeanor.

(e) Any other offense under this section that causes the death of another is a state jail felony.

(f) Except if an offense causes the death of a student, in sentencing a person convicted of an offense under this section, the court may require the person to perform community service, subject to the same conditions imposed on a person placed on community supervision under Section 11, Article 42.12, Code of Criminal Procedure, for an appropriate period of time in lieu of confinement in county jail or in lieu of a part of the time the person is sentenced to confinement in county jail.



Sec. 37.153. ORGANIZATION HAZING OFFENSE. (a) An organization commits an offense if the organization condones or encourages hazing or if an officer or any combination of members, pledges, or alumni of the organization commits or assists in the commission of hazing.

(b) An offense under this section is a misdemeanor punishable by:

(1) a fine of not less than \$5,000 nor more than \$10,000; or

(2) if the court finds that the offense caused personal injury, property damage, or other loss, a fine of not less than \$5,000 nor more than double the amount lost or expenses incurred because of the injury, damage, or loss.

Sec. 37.154. CONSENT NOT A DEFENSE. It is not a defense to prosecution of an offense under this subchapter that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Sec. 37.155. IMMUNITY FROM PROSECUTION AVAILABLE. In the prosecution of an offense under this subchapter, the court may grant immunity from prosecution for the offense to each person who is subpoenaed to testify for the prosecution and who does testify for the prosecution. Any person reporting a specific hazing incident involving a student in an educational institution to the dean of students or other appropriate official of the institution is immune from civil or criminal liability that might otherwise be incurred or imposed as a result of the report. Immunity extends to participation in any judicial proceeding resulting from the report. A person reporting in bad faith or with malice is not protected by this section.

Sec. 37.156. OFFENSES IN ADDITION TO OTHER PENAL PROVISIONS. This subchapter does not affect or repeal any penal law of this state. This subchapter does not limit or affect the right of an educational institution to enforce its own penalties against hazing.

Sec. 37.157. REPORTING BY MEDICAL AUTHORITIES. A doctor or other medical practitioner who treats a student who may have been subjected to hazing activities:

(1) may report the suspected hazing activities to police or other law enforcement officials; and

(2) is immune from civil or other liability that might otherwise be imposed or incurred as a result of the report, unless the report is made in bad faith or with malice.

Texas Education Code, Chapter 51:

Subchapter Z. Miscellaneous Provisions

Sec. 51.936. HAZING. (a) Subchapter F, Chapter 37, applies to a postsecondary educational institution under this section in the same manner as that subchapter applies to a public or private high school.

(b) For purposes of this section, "postsecondary educational institution" means:

(1) an institution of higher education as defined by Section 61.003;

(2) a private or independent institution of higher education as defined by Section 61.003; or

(3) a private postsecondary educational institution as defined by Section 61.302.

(c) Each postsecondary educational institution shall distribute to each student during the first three weeks of each semester:

(1) a summary of the provisions of Subchapter F, Chapter 37; and



(2) a list of organizations that have been disciplined for hazing or convicted for hazing on or off the campus of the institution during the preceding three years.

(d) If the institution publishes a general catalogue, student handbook, or similar publication, it shall publish a summary of the provisions of Subchapter F, Chapter 37, in each edition of the publication.

(e) Section 1.001(a) does not limit the application of this section to postsecondary educational institutions supported in whole or in part by state tax funds.

Questions to Ask

First off, not everything is hazing. While there are activities that are no longer acceptable when your parents, brother or sister, and/or friend was active in the chapter,

Answer the following questions and if you answer no to any of these questions, there is a good chance that the activity could be considered hazing.

1. Is it legal?
2. Are both new members and active members participating in the activity?
3. Would you be comfortable showing the activity in its entirety to your family? Advisor? Headquarters? University President?
4. Is it sanctioned by your Headquarters?
5. Does the activity increase feeling of friendship between members of the chapter and the new members?



EXAMPLES OF HAZING

The following are examples of hazing in Greek-letter organizations. It is impossible to list all hazing activities, so this list is not intended to be all inclusive. Each activity can be measured against the definition for each category.

SUBTLE HAZING: Actions that are against accepted sorority or fraternity standards of conduct, behavior and good tastes. An activity, action or attitude directed toward a new member which ridicules, humiliates or embarrasses (whether intended or not and generally judged by an outside party).

EXAMPLES:

- Any violation of Ritual instructions, procedures or statutes
- Never doing anything with the new members (ignoring them as though they are not worthy)
- Calling new members any demeaning name (pledge, scum, maggot, loser, bitch, etc.)
- Requiring new members to call members Mr., Miss, Brother, Sister, etc.
- Any form of demerits or deprivation of privileges for standards above those of initiated members
- Scavenger hunts, whether or not such hunts promote theft, vandalism, destruction of property, or humiliating public acts for meaningless objects or for items that place the member in any harm (i.e. driving long distances to get pictures or visit other chapters, stealing, breaking and entering)
- Phone duty or house duties, if only assigned to new members (new members cannot have kitchen patrol or dish duty if active members do not – tasks must be equally separated)
- Requiring new members to carry anything at all times (i.e. backpack with specific items, a paddle, a “pledge book” for signatures, etc.)
- Keeping information from the new members prior to initiation (date of initiation, time required each day for fraternity duties, etc.) or deception prior to the ritual designed to convince a new member that he or she will not be initiated
- Memorization of stories, poems, or information not directly related to your chapter (particularly when profanity is included)
- New members expected to do anything exclusively for the entertainment of the initiated members or that all of the initiated members do not do with them
- Black books, name lists, paddles, etc. on which signatures must be obtained. If these are solely for the purpose of getting to know each other and for no other purpose, and as long as the time and the place set for getting signatures are reasonable, this activity is not objectionable
- New versus initiated members in athletic contests that are purposefully unfair and do not promote friendly competition, or instead of teams composed from both groups

HARASSMENT HAZING: Anything that causes mental anguish or physical discomfort to the new member. Any activity or activity directed toward a new member or activity which confuses,



frustrates, or causes undue stress, requires an unreasonable or inordinate amount of the individual's time, or in any manner impairs the individual's academic efforts.

EXAMPLES:

- Preventing a new or initiated member from attending class or engaging them with lengthy work sessions that do not allow adequate time for academic work and studies
- Listing of new member's faults or sins, whether publicly or privately (i.e. circling fat, confessionals, etc.)
- Putting new members in a room that is uncomfortable (noise, temperature, too small) at any time (including during pre-initiation activities or between portions of the ritual)
- Extremely loud music or many repetitions of the same music played at any time including during pre-initiation week or between portions of the ritual)
- Conducting any type of activity to falsely create respect and trust through trickery (i.e. while blind folded eating goldfish/peaches, light bulb glass/chips, reaching into a toilet with bananas, trust falls, etc.)
- Verbal abuse (yelling at, taunting, getting "in their face," etc.)
- Any form of questioning under pressure or in an uncomfortable position (alphabet to a burning match, firing line/line up, grilling individuals or groups, having meaningless consequences for incorrect answers, etc.)
- Requiring new members to wear unusual, conspicuous, embarrassing, or uncomfortable clothing, costumes, or uniforms or to carry objects designed to make the new or initiated member look foolish
- Nudity at any time; causing a new or initiated member to be indecently exposed or embarrassed
- Requiring only new members to enter by back/side door/window or go up back/side staircase
- Stunt or skit nights/events with demeaning and/or crude skits and/or poems
- Requiring new members to perform ridiculous work assignments or personal service to actives such as carrying books, running errands, performing maid duties, late night food runs, etc.
- Silence periods for new members (i.e. forbidding them to communicate or visit with family, friends, or others outside the organization for any length of time)
- Preventing a new member from practicing personal hygiene (i.e. wear same clothes for a week, not wearing makeup, not wearing contact lenses, etc.)

VIOLENT HAZING: Anything that causes physical and/or emotional harm.

EXAMPLES:

- Forced consumption or ingestion of any substance (i.e. alcohol, food, non-food substances, etc.)
- Sexual violation or unwarranted touching of the body
- Not being allowed to eat for any reason
- Throwing or squirting anything at or on a new or initiated member (i.e. whipped cream, water, paint, etc)



- Tests of courage, bravery, stamina
- Pushing, shoving or tackling new members
- Physical or mental shocks, regardless of degree or nature (i.e. hot or cold (ice) baths
- Creation of excessive fatigue
- Any form of forced physical activities and exercise, whether extreme or not (e.g., push-ups, sit-ups or other calisthenics, runs, walks, etc.; whether on a regular surface such as land or a floor, or in some substance such as mud, snow, etc.)
- Sleep deprivation
- waking up new members repeatedly during the night or all-night work or study sessions
- Uncomfortable or inconvenient sleeping arrangements (i.e. not being allowed to sleep in own room, sleeping outdoors, in house lock-ins)
- Forced road trips off campus, kidnaps of new or initiated members. This prohibition is not intended to abolish trips to other chapters, fraternity headquarters, and the like. It is meant to abolish situations in which new or initiated members are left stranded in the middle of nowhere without any money, and any other similar activity
- New member-initiated member games designed to physically harm members of the new member class
- Assault including paddling, beating, striking, or hitting
- Burning, branding, tattooing or marking in any other way of a new or initiated member
- Forcing an individual to participate in any activity or become involved in any situation that is in violation of federal, state or local laws; contrary to the person's genuine moral or religious beliefs; or contrary to the rules and regulations of the educational institution or the national fraternity



Example New Member Education Syllabus

General Information

Description

This New Member/Neophyte Education Syllabus is an example of some areas to highlight in your process. The goal is to give new members/ neophytes the skills to be excellent chapter members and citizens. Make sure that you are covering topics and timelines set by your Headquarters. Remember to ask yourself these two questions: what absolutely needs to be covered in new member education? What can be covered in total member education?

Course Schedule

Week	Topic	Videos
Week 1	Introductions & Policy	
Week 2	“Understanding Why”: values	Golden Circle
Week 3	History of Organization	
Week 4	Fellowship	Always Wearing your Letters
Week 5	Scholarship	
Week 6	Leadership	Psychology of Self-Motivation
Week 7	Community	Lost Greek Generation
Week 8	Ritual Week	Secret thoughts of Ritual

Additional Information and Resources

- (Inter)National Headquarters Materials
- Fraternity and Sorority Life Office
- TCU Resources (Health Center, Career Services, etc.)



STUDENT
AFFAIRS

Fraternity & Sorority Life

Letter to Parents

Your Name
Street Address
City, State, Zip
[Date]

[Parent's Name(s)]
[Street Address]
[City, ST ZIP Code]

Dear [Parent's Name(s)]:

My name is (insert Name) and I am the Director of New Member Education for the (name of chapter) chapter of (insert organization). My position is to educate the newest members the values and purpose of not just (insert organization), but Greek Life in general. I take pride in being a role model for your son in helping him develop skills that will help (him or her) be a successful (man or woman), both in and outside of college.

I am sending you this letter for two reasons. The first is that I want to be a resource to you. I want to answer any questions or concerns you may have about the process now, or the commitment in the future. I understand that Greek Life can have a negative brand, but being a (insert organization) (man or woman) means we strive to do more and be better citizens I would not be as successful or ambitious if it wasn't for my Greek experience. Please feel free to contact me with anything regarding your (son's or daughter's) process. My email is (insert email address), and my personal number is (Insert number). Please don't hesitate to call at any time.

I want to thank you for your time and support in your (son's or daughter's) future endeavors.

Sincerely,

Your Name
Director of New Member Education



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Fraternity & Sorority Life

Looking for something in this manual that you were looking for? For feedback on what you would like to see added to new member education manuals in the future, please reach out to greeklife@tcu.edu.

