

Graduates' New Member Education Questionnaire

This questionnaire is designed to allow a graduate brother (PL or BCA member) to quickly assess the chapter's new member education program. Prior to the start of the new member education program, we suggest that the Purple Legionnaire or member(s) of the BCA meet with the New Member Educator(s) and chapter officers. In that meeting you should review the written program and complete the questionnaire with those brothers.

How do I use this questionnaire?

Some questions indicate general expectations of a positive new member education program. Others are meant to identify hazing activities. Following each question is the Fraternity's general stance on the area in question.

Some of these questions will be answered in your review of the written program. However, we recommend you verbally review all questions with the New Member Educator to ensure the chapter uses the program as it is written.

What should I do if I have concerns? What if I suspect hazing?

Share your concerns with the New Member Educator and chapter officers and confront any questionable practices or activities. You should set an expectation with the New Member Educator and chapter officers that those practices and activities cease and that all new member education activities comply with the Fraternity's Bylaws and Risk Management Policy. Communicate the possible repercussions if these activities continue, and empower these chapter leaders to make a positive change.

You should additionally engage your Section Chief and the Headquarters staff to not only report your concerns, but engage them as allies in making positive changes in the chapter.

Additional information and resources are available by contacting Lauren Leif, Senior Director of Education, at 859-255-1848 or lleif@phigam.org.

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- 1) Does the chapter use a written program which clearly defines a new member's responsibilities and expectations? Does it follow the Fraternity's Prescribed New Member Education Program, Foundation of Courage, and utilize the Purple Pilgrim?

If no, the chapter should implement Foundation of Courage, available at www.phigam.org/newmember_education.

- 2) Are new members educated on the Fraternity and university / college policies on hazing and risk management?

It is required that new members are educated on these policies, and this should occur at the first meeting of the new member class. These policies are available at www.phigam.org/risk_management.

- 3) Are new members included / integrated into chapter committees and operations (efforts to build chapter unity)? Or is the focus on building new member class unity through segregation and new member-only projects and events?

Emphasis on new member class unity is often a misguided and antiquated approach. To accomplish the legitimate goals of the new member period and build friendships among the entire chapter, new members should be incorporated into the chapter activities and committees.

- 4) How long is the chapter's program?

The Fraternity recommends a maximum 6-week program but defers to university requirements. Fraternity law allows a maximum of 12 weeks of education.

- 5) Is alcohol provided to the new members at any time or are they every expected or encouraged to obtain and/or consume alcohol?

New Members must never be provided alcohol. Any activity which creates an expectation for new members to consume or obtain alcohol is hazing and must cease immediately.

- 6) Are new members expected to clean, run errands or engage in acts of personal servitude?

Acts of servitude to individuals or to the chapter are hazing and must be eliminated.

- 7) Are new members ever expected to perform calisthenics, put into a line-up, subjected to confrontational questioning individually or as a group, or subjected to other mental or emotional distress or abuse?

Activities of this nature are hazing and must be eliminated.

- 8) Does the chapter engage in any sort of pre-initiation activities? If so, what do these consist of? What additional expectations are placed on new members during this time?

Pre-initiation activities, sometimes referred to as Delta Week, provide opportunity for hazing to occur and are discouraged. Any legitimate aims can and should be achieved earlier, over the course of the new member

program. Any requirement for new members to always be together, stay at the house, participate in late-night activities or a multi-day marathon of activities must be eliminated.