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PHI GAMMA DELTA

BUILDING COURAGEOUS LEADERS

Graduate Facilitation Guide for a Discussion on Hazing

Phi Gamma Delta's

Graduate Facilitation Guide for a Discussion on Hazing

Created by

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A Letter from the Executive Director

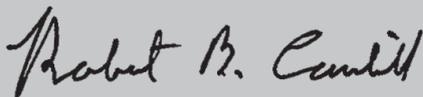
Dear Graduate Brother,

Thank you for your willingness to Join the Fight against hazing. The purpose of this guide is to provide graduate brothers a framework for a productive conversation with undergraduates about the Number One Killer of fraternity chapters.

On the pages that follow you will find tips and resources to help you prepare, in addition to a series of questions to guide your discussion.

We invite you to visit www.phigam.org/JoinTheFight for additional resources, and feel free to contact the Headquarters staff if we can help you prepare or answer questions.

Fraternally,



Rob Caudill
Executive Director

Perge!

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#FIGHT

Discussion on Hazing

Facilitator Preparation & Background

Discussion Outline



Facilitator Preparation & Background

What are the Objectives of this Discussion?

- Define hazing and identify the types of activities that are considered hazing
- Show the conflict between hazing and our values
- Identify the consequences and risks of hazing
- Set the graduates' expectations regarding new member education and hazing

Who Should Facilitate This Discussion?

This discussion is intended to be facilitated by graduate brothers. As a rule no more than three, including the Purple Legionnaire. Ideally all should be known to most of the undergrads. One graduate should be designated as the lead facilitator based on skill and comfort level with such a role.

Who Should Participate/Be Expected to Participate in This Discussion?

It will depend on the situation. The discussion could be limited to the New Member Educators and chapter officers; could be a class, such as the sophomores or the new member class, or could be the entire chapter.

Larger numbers will bring different dynamics, tone and facilitation challenges. If more than 100 undergraduates are to participate, it will be best to break out into subgroups or host multiple sessions.

In What Situations Should This Discussion Be Used?

There is no chapter where this type of conversation would not be worthwhile. Hazing is so insidious that we should never assume "it cannot happen here."

We identify three general scenarios to frame the discussion:

- General prevention – No suspicion of hazing but want to reinforce expectations
- Intervention Level 1 -- Some concerns but no allegations or proof
- Intervention Level 2 -- High level concerns, perhaps prompted by confidential information or an isolated incident

What should the facilitator communicate in advance, if anything?

Advance communication to the undergraduate participants is important so that they come prepared to have a discussion. In addition to pertinent details such as time and location, the facilitator(s) should explain that the purpose of the meeting is a conversation between graduates and undergraduates about hazing. They should come prepared to participate and take notes.

How long should this discussion last?

An estimated time frame is 45 – 60 minutes.

Where should this be held? What do I need?

This discussion should be facilitated in a location that is comfortable for the participants, but limits distractions. If suitable space exists in the chapter house, it may certainly be used. A classroom or other campus space may also be suitable.

It will be beneficial to provide copies or to project key resources such as the New Member Bill of Rights, laws against hazing and the Amnesty Policy.

If available, a white-board or flip chart may be helpful for facilitator(s) to capture ideas and thoughts, but these are not critical to the conversation. The facilitator(s) should review this guide and all resources prior to the meeting to best prepare.

What resources are available to help facilitate this discussion?

We have identified several resources which the facilitator(s) should review as background material and make available during the discussion. These include:

- Phi Gamma Delta's hazing bylaw(s) – available in appendix
- Campus / IFC hazing policies and definitions – available from the college / university
- State laws regarding hazing – visit www.stophazing.org/states-with-anti-hazing-laws
- New Member Bill of Rights – available in appendix
- List of closed chapters – available in appendix
- Phi Gamma Delta Amnesty Policy – available in appendix
- Responsible Action Protocol – available in appendix

What other tips do you have to help me facilitate this discussion?

- First and foremost, this should be a discussion and not a lecture. The facilitator should not dominate the conversation, but should frame the issues, pose questions, and guide discussion to keep the conversation on track.
- With that said, there are some key points that you want to be sure are made by the end of the meeting. Most will come out in the normal course of discussion.
- If you sense the undergraduates are avoiding the issue or just telling you what they think you want to hear, press them for their true feelings.
- If multiple graduate brothers are facilitating, meet in advance to map out the discussion and prepare together.
- Be sure to review all materials and resources prior to the meeting.



Discussion Outline

This conversation is built around a series of questions to prompt undergraduate response. Following each question is one or more points that the facilitator should use to complement or, if needed, redirect after the undergrads have responded.

Facilitators should be certain to review Facilitator Preparation and Background information from the previous pages prior to the discussion.

First, let's set some ground rules & mutual expectations for our discussion.

- First – this is intended to be a discussion. There is very little new information which I (we) will provide. I (we) expect everyone to participate in the discussion.
- As a graduate brother, I (we) am (are) hoping that you all will be open and honest and look at this as an opportunity to improve the Chapter.
- Any brother should feel free to speak at any time; I (we) just ask that you are respectful. If multiple brothers are ready to speak on a question or topic, I (we) will call on brothers one at a time.

What are your expectations of our discussion?

- What do you want to take away from it?
- What do you want from me (us)?

Why do you think we are having this conversation?

- Hazing is one of the biggest challenges facing Phi Gamma Delta and all fraternities. Evidence: Phi Gamma Delta has closed 10 chapters due to hazing since January 2018.
- Hazing can work its way into a chapter in both subtle and obvious ways.
- It can happen in a single “renegade” incident or can permeate the new member experience.
- We cannot take for granted that it will not happen here.

What is hazing? What are some examples?

- Allow participants to first identify what they view as hazing
- Have a participant read Section 25.33 of the Bylaws regarding hazing.
- Have one or more participants read the “You Should NOT Be Required...” section of the New Member Bill of Rights.
- Have a facilitator or participant read campus policies and state laws regarding hazing
- Ask for reaction to the definitions of hazing represented in these guidelines and examples.
- Often times undergraduates will focus on the most egregious hazing activities – calisthenics, forced alcohol consumption, sleep deprivation, etc. If they are not already mentioned, ask about activities around things like servitude, pledge uniforms, not being permitted to use the front door, etc. Make the connection that hazing is not just an activity, but an attitude. A subservient or degrading attitude toward new members is a breeding ground for more extreme activities.

Why do you think some people are motivated to haze? _____

What are your thoughts on that particular motivation & reasoning? _____

Below are some of the answers you will likely get to the first question. Also provided are some suggested points you can use as needed to analyze the particular hazing motivation, but first give the undergraduates an opportunity to address the second question.

Motivation: To build pledge class unity

What is the purpose of building pledge class unity? Why is that so important?

Which is more important, pledge class unity or chapter unity? Even if hazing could promote pledge class unity, it would be to the detriment of chapter unity and the relationships between the brothers and the new members.

Rather than focusing on pledge class unity, think about creating bonds of friendship, which is the aim of Phi Gamma Delta. What are some positive activities that can create the bonds of friendship among the new members and between new members and brothers?

Motivation: I went through it so they should have to go through it

This line of reasoning means that we could never evaluate something and try to make it better or question its purpose or value. Nonsensical or harmful activities would be perpetuated just because they were done once. And this kind of mindless repetition is contrary to our claim to be educated men and our values of Knowledge and Excellence.

Motivation: These are traditional activities that all brothers of our chapter should share

Do you think that all the classes that came before you had the same program and experience that you did? No, it has changed over time and often not because of careful thought or planning but because of a lack of planning. Thoughtful and educated men are not afraid to evaluate the way things have been done and change them for the better. (Also see the comments on the previous motivation.)

Motivation: The new members have to earn their membership and prove they really want to be Fijis

What makes you question their motivation? Is there a similar expectation that brothers continue to prove they want to be a part of the chapter?

An underlying, legitimate motivation here is to evaluate new members to determine if they will be good brothers. But hazing is not the way to do that. A “good pledge” in a hazing program does not necessarily translate to a good brother. When intimidation and harsh treatment are the main tools for motivating new members, you don’t get to see how they will perform once they are brothers and you can no longer use those techniques.

Do you want them to be good pledges or good brothers? What does it mean to be a good brother?

The best way to determine if someone will be a good brother is to engage him in the usual responsibilities of a brother using the same motivation techniques you use with brothers. If he does not show up or make a good effort under those circumstances, then you can be sure that he will act the same way if he becomes a brother.

Motivation: They enjoy hazing and exerting power over others

These are sometimes members who have formal roles in the new member program or the chapter, but more often they make little contribution to the chapter. They lurk in the background waiting for an opportunity to exert power over one or more pledges, sometimes to the point of cruelty. Ultimately the chapter will bear responsibility for tolerating their behavior.

How does hazing relate to the values of Phi Gamma Delta?

- **Friendship** – Hazing engenders ill will and distrust between brothers and new members; stunts or prevents the development of friendships.
- **Knowledge** – Hazing hinders the new member’s academic work; places extra stress on him as a student. Truth is the “vital element” of Knowledge, while hazing only survives through dishonesty and lying.
- **Service** – Service means helping others. Whom does hazing help?
- **Morality** – Where is the morality in the bad treatment of others and the dishonesty necessary to conceal and sustain that treatment?
- **Excellence** – How do dishonesty, lying, and the bad treatment of others contribute to a life of excellence?

Some undergraduate brothers believe/may express that some hazing activities help build friendship or show service to the Fraternity. If this comes up, it is important that the facilitator(s) not just tell the undergraduates that they are wrong. (They will shut down and not gain anything else from the program.) One option is to leverage other undergraduates to refute their claim. Another is to ask follow-up questions like:

- What is the purpose of the activity? How could that activity be harmful or unhealthy?
- What are some potential negative outcomes of the activity?
- What is a better activity that builds upon the values in a safe and healthy way?

What are the consequences & risks of hazing?

- To new members – Disenchantment, de-pledging, bad grades, possible injury
- To the chapter – Ill will and resentment among members, bad reputation on campus and with parents (many of whom know what is going on), poor new member grades (pulling down the chapter’s overall GPA), closing the chapter (Number One Killer of chapters)
- To the chapter officers, new member educators and other perpetrators – Criminal charges, lawsuit, discipline by the school, expulsion from Phi Gamma Delta

What are some of the instances you have heard of chapters closed for hazing, whether in Phi Gamma Delta or other fraternities?

- When it comes to discipline for hazing, no chapter is shielded against the consequences. The ten Phi Gamma Delta chapters closed since 2018 include the first (Alpha) chapter, two others that were over 120 years old, and two that had over 100 members.
- Among chapters that are closed for hazing, the most common violation is providing alcohol to new members. This can often be associated with high-profile hazing incidents where alcohol consumption was forced or implied. Ex: Scott Kruger (PGD – MIT, 1997); Tim Piazza (Beta Theta Pi – Penn State, 2017); Max Gruver (Phi Delta Theta – LSU, 2017).

What do you think your graduate brothers expect of you in the new member program & the treatment of new members? ---

(If multiple grads are in the conversation, they can share in making the following points.)

- Regardless of what our experiences might have been when we were in the chapter, we know that there is zero tolerance today for hazing.
- We want our chapter to survive and thrive, and we know that hazing is the greatest threat to a chapter.
- Any legitimate goals of hazing can be achieved by other, positive and acceptable means.
- Our expectation is that there will be no hazing, and we will work with you to see that hazing is not part of our chapter.
- We expect you to be Courageous Leaders.

Testing Points – What should a Courageous Leader do if... ---

As a Brother

- Another brother suggests a hazing activity or starts to haze new members
- Another brother says the chapter should start hazing
- You see or learn that a graduate brother is instigating hazing
- A new member tells you that another brother has hazed him
- New members say that they want to be hazed
- A friend who is a new member of another fraternity tells you he has been hazed

As a New Member

- A brother tells you to do something you know is wrong
- A grad brother tells you to do something you know is wrong
- Another new member tells you he has been hazed
- A friend who is a new member of another fraternity tells you he has been hazed

In Summary...

What did you learn/take away from our discussion? What can the chapter apply to its new member program moving forward? (Look for at least 3 responses)

Closing thoughts (facilitators add your own or use the below points as a guide):

- Don't let one member or a few members with a bad idea control the fate and future of our chapter.
- Recognize the risks and testing points of hazing and respond with courage.
- The graduate brothers are here to assist you in preventing and stopping hazing.
- The International Fraternity is here to assist you in preventing and stopping hazing. If you recognize a change needs to be made, consider the Fraternity's Amnesty Policy, which allows the chapter to come clean and get assistance in making change without facing punishment.

Facilitator Resources

Phi Gamma Delta's Laws Against Hazing

New Member Bill of Rights

Phi Gamma Delta Chapters Closed for Hazing Since 2018

Hazing Amnesty Policy

Responsible Action Protocol



Phi Gamma Delta Laws Against Hazing

Section 25.33 **Prohibition of Hazing.** No chapter or member shall require, allow, or participate in any hazing ceremony or activity. Hazing includes, but is not limited to, any ceremony or activity whereby any pledge, member, or other person suffers or is exposed to cruelty, indignity, hardship, deprivation, oppression, physical or mental abuse, abridgment of any right, or that which would unreasonably interfere with a person's mental or physical ability to perform college work efficiently or tend to reflect unfavorably upon the Fraternity. For any infraction of this section, members may be subject to the sanctions described in Section 25.38, and chapters may be subject to the sanctions described in Sections 25.40-25.46.

Risk Management Policy, Section Hazing: No chapter, colony, pledge, undergraduate or graduate brother shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as: Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual, or policy, or the regulations and policies of the educational institution, or applicable state law.

Section 25.32 **Discipline of Member or Chapter for Dishonesty.** No member, pledge, or chapter acting through its members, may lie, intentionally make material misrepresentations or omissions, or otherwise seek to obstruct or impede the Ekklesia, Archons, Board of Conduct, or their designees, with respect to any Fraternity investigation or adjudication into potential violations of the Laws of the Fraternity.



New Member's Bill of Rights

As a new member in Phi Gamma Delta, the New Member Education program in which you participate should allow you to:

- Achieve the highest scholarship of which you are capable.
- Gain fundamental knowledge of the history and organization of the chapter, Fraternity and college or university.
- Develop an understanding of Phi Gamma Delta's values and the correlation of your personal values with those of the Fraternity.
- Demonstrate friendship and provide a conduit to build strong, lasting friendships.
- Understand the benefits and responsibilities of membership in Phi Gamma Delta.
- Develop organizational and leadership skills through responsibility and accountability.

As a new member, you have the right not to participate in activities which you feel uncomfortable with or you believe may involve hazing. Hazing in any form is prohibited by the Bylaws of the Fraternity.

You should NOT be required or suggested to participate in any activity which:

- Is illegal, immoral, violates the Student Code of Conduct on your campus or reflects negatively upon you, your chapter or the Fraternity.
- Interferes with your academic pursuits or causes you to be ill prepared for academic courses.
- Treats you as a second class citizen, in a degrading manner or requires you to relinquish your rights as an individual.
- Forces or suggests you consume alcohol or provide alcohol to others.
- In any way places you in physical danger or has the potential to be unsafe.
- Does not allow you to get normal amounts of sleep or will require unreasonable amounts of time.
- Involves pranks such as stealing, scavenger hunts, 'kidnapping', vandalizing property or harassing others.
- Requires you to participate in calisthenics of any form, 'line ups' or other confrontational questioning activities.
- Involves performing personal services for brothers including, but not limited to, cleaning, running errands or acting as a chauffeur.

If you have questions about your chapter's New Member Education Program or activities, you should communicate these to your chapter's Purple Legionnaire and/or to the Fraternity Headquarters at (859) 255-1848.

Additionally, Phi Gamma Delta Participates in the National Anti-Hazing Hotline.

The toll-free number is 1-888-NOT-HAZE (1-888-668-4293). The line is available to those who think they, or students they know, have been or may be made victims of hazing. Callers may remain anonymous, or they can provide personal information so their concerns can be responded to directly.



Phi Gamma Delta Chapters Closed for Hazing Since 2018

Visit www.phigam.org/JoinTheFight for updates to this listing.

Greek Name	College/ University	Date of Closure	Reason for Closer
Rho Upsilon	California Riverside	9/9/2019	<i>Calisthenics, sleep deprivation, personal servitude, providing alcohol to new members, required outfits meant to humiliate the new members, dishonesty during investigation</i>
Delta Colony	George Mason	8/5/2019	<i>Sleep deprivation, personal servitude, line-ups, scavenger hunt made to humiliate new members, forced workouts, dishonesty during investigation</i>
Phi Deuteron	Maryland	7/17/2019	<i>Sleep deprivation, line-ups, providing alcohol to new members, undue time burdens, dishonesty during investigation</i>
Gamma	Vanderbilt	6/10/2019	<i>Forced consumption of alcohol, line-ups, acts of humiliation</i>
Alpha	Washington & Jefferson	5/19/2019	<i>Calisthenics, personal servitude, line-ups, providing alcohol to new members, providing other drugs to new members, undue time burdens, dishonesty during investigation</i>
Sigma	Wittenberg	11/18/2018	<i>Calisthenics, sleep deprivation, personal servitude, line-ups, forced consumption of alcohol, acts of humiliation, social isolation, verbal abuse, undue time burdens, required memorization of inconsequential facts, kidnapping, psychological abuse, sexual acts, dishonesty during investigation</i>
Phi Tau	Texas Arlington	7/1/2018	<i>Calisthenics, forced consumption of alcohol, forced consumption of other drugs, personal servitude</i>
Mu Alpha	West Virginia	4/1/2018	<i>Providing hard alcohol to new members during Big/Little Reveal</i>
Nu Epsilon	New York	2/18/2018	<i>Calisthenics, forced consumption of alcohol and other liquids, physical and verbal abuse, sleep deprivation, personal servitude, dishonesty during investigation</i>
Lambda Chi	College of Charleston	2/18/2018	<i>Forced consumption of alcohol</i>
Alpha Nu	New Mexico	1/18/2018	<i>Forced consumption of alcohol and other liquids, psychological abuse, physical abuse, required tasks that involved theft, dishonesty during investigation</i>



Hazing Amnesty Policy

The Fraternity's Amnesty Policy provides a chapter the opportunity to admit that it has been hazing and avoid punishment by the Fraternity. In lieu of punishment, the chapter enters into a Diversion Agreement where it agrees to stop hazing and accept Fraternity and graduate assistance to make changes in its new member program and activities.

When does it apply? When can a chapter be granted amnesty?

Amnesty may be granted when a chapter admits hazing before an allegation is received by the Fraternity or host institution. In this case, the chapter enters into a Diversion Agreement, which does not include punishment for previous violations.

How can a chapter request amnesty?

Any member can be a Courageous Leader and take the initiative to make a change in his chapter. To request amnesty under this policy, contact the International Headquarters at (859) 255-1848 and ask to speak to a Director regarding the Fraternity's Amnesty Policy.

Who can grant amnesty?

The Archons, the Executive Director or his designee(s) may grant amnesty.

What is required once a chapter is granted amnesty? What does the Diversion Agreement include?

Once the chapter notifies the Fraternity, it must agree to a Diversion Agreement which includes the following:

- 1 In a meeting with the Section Chief or a staff member present, the chapter must commit not to haze and to adopt the Fraternity's New Member Education Program.
- 2 The Fraternity's New Member Education Program must be fully implemented immediately and without addition or exception. The Purple Legionnaire and/or BCA will monitor and advise on the use of the program.
- 3 The Purple Legionnaire and/or BCA will meet with each new member class to inform new members of our hazing policy, expectations regarding hazing and contact information should they have concerns.
- 4 The Purple Legionnaire and/or BCA will communicate with parents of new members to provide them the Fraternity's stance on hazing, New Member's Bill of Rights and contact information should they have concerns.
- 5 The chapter must meet after the first new member class's completion of the new program to evaluate and recommit to the Fraternity's New Member Education Program and to not haze. Fraternity staff or the Section Chief may participate.
- 6 The Fraternity reserves the right to survey parents, men who de-pledge, brothers, and others found relevant to monitor compliance.

What happens if the chapter continues to haze or otherwise does not comply with the terms of the Diversion Agreement?

If a chapter does not comply with the terms of the Diversion Agreement, such as continuing to haze or not following the Fraternity's New Member Education Program, the previously admitted hazing will also be taken into account in any discipline decision.

As a condition of being granted amnesty, the chapter must fully adopt the Fraternity's New Member Education Program. Failure to do so may subject the chapter to disciplinary action.



Responsible Action Protocol

This Responsible Action Protocol encourages members (brothers and pledges) to be accountable, make responsible decisions, and seek medical assistance and treatment for members or others when they are faced with an alcohol or other drug-related potential emergency (including but not limited to alcohol poisoning or health related complications from other drug use) or another medical emergency. This policy also seeks to diminish fear of disciplinary and conduct sanctions in such situations as a potential barrier to members and chapters seeking immediate medical attention for members and others in distress from alcohol, drugs, or to another medical emergency.

Individual Members

If a member of the Fraternity assists another person in obtaining immediate appropriate medical assistance, including but not limited to by calling 911, related to the use or consumption of alcohol, drugs, or another medical emergency, that member, as well as those who are assisted, will not be subject to individual discipline by the Fraternity with respect to the incident. This protocol applies in the case the assisting member contributed to the cause of that emergency. A member may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

If the member seeking or obtaining medical assistance has been determined to be eligible for an exemption from disciplinary action under this protocol, the member may still be required to meet with the chapter advisor or their designee to develop a success plan/agreement outlining appropriate behavioral and education components that maximize the member's personal, social, and academic success.

Chapter

A chapter of the Fraternity that seeks immediate appropriate medical assistance for a person in need related to the use or consumption of alcohol, drugs, or to another medical emergency, including but not limited to by calling 911, may be eligible for mitigation of charges by the Fraternity related to violations of organizational policies. To be eligible for this potential mitigation, the chapter will be required to meet in person or by phone with a staff member of the Fraternity, or a graduate advisor designated by the Fraternity, and may be required to complete educational programming or additional requirements. A chapter may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

Obstruction

Any member who discourages, obstructs, or prevents any person from seeking appropriate medical assistance for a person experiencing an alcohol, drug, or other medical emergency, including but not limited to by calling 911, shall be subject to such sanctions by the Fraternity, up to and including expulsion from the Fraternity, as may be determined by

the Board of Conduct or the Archons. If it is determined that the obstruction is a chapter activity, the chapter shall also be subject to sanctions by the Fraternity, up to and including suspension of the Chapter's charter.

This protocol does not apply to situations that are first discovered by a staff member, university official, or public safety officer.

Adopted by the Archons on February 3, 2018.

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