

Hazing Warning Signs

While some activities are easily defined as hazing, others are not. Answering the following questions will help you decide whether the activity in question is an appropriate for the new member experience:

- Is this activity an educational experience?
- Does this activity promote and conform to the ideals and values of the sorority?
- Will this activity increase feelings of friendship between new and initiated members of the chapter?
- Is it an activity that new and initiated members participate in together?
- Would you be willing to allow parents to witness this activity? A judge? The College/University President?
- Would you be willing to defend the merit of this activity in a court of law?
- Does the activity meet both the spirit and letter of Sigma Delta Tau's hazing policy?

If you answer "no" to any of these questions, it's probably hazing!

ALTERNATIVES TO HAZING

Some recommended alternatives to hazing behaviors include:

- **Develop chapter unity** - Involve new members in chapter committees, have active/new member class retreats, play sports with mixed teams of new and initiated members
- **Promote scholarship** - Utilize tutoring services, designate quiet hours on your floor, invite college speakers or faculty advisors to discuss test-taking skills or study methods
- **Instill a sense of sisterhood** - Plan special events for the entire chapter (e.g., attend a movie, play, or professional sports game; go hiking or biking; have a spa night)
- **Build awareness of chapter history** - Invite an older alumna to talk about the chapter's early days
- **Develop leadership** - Assign new members to a committee, encourage participation in other campus activities, and utilize campus leadership workshops and retreats
- **Involve new members in the community** - With initiated members, get involved in volunteer service activities (e.g. picking up trash, visiting a youth center)



NON-HAZING ACTIVITIES TO FACILITATE WITH NEW MEMBERS

1. Participate in a leadership retreat/weekend with a ropes course and teambuilding activities
2. Incorporate teambuilding activities into your new member discussion sessions and solicit the participation of guiding sisters and chapter leadership
3. Develop a community volunteer service project for the chapter to complete on a regular basis
4. Create a senior recognition ceremony, demonstrating the continued involvement of members and commitment to the organization
5. Sponsor/host a career skill development and planning workshop for all members (can be held in conjunction with resources available on campus)
6. Attend an educational speaker as a chapter with the new member class, process and discuss what was presented as a large group
7. Institute a book club focused on leadership and growth, comprised of all members of the chapter
8. Invite faculty members to lunch with new members
9. Have a discussion facilitated by a chapter advisor, Fraternity representative or chapter officer in relation to the values and purpose of the organization
10. Sponsor or host a study skills workshop for the chapter membership (can be held in conjunction with resources available on campus)
11. Host an alumna speaker each week for formal dinner and/or chapter meeting
12. Host and plan an arts and crafts sisterhood event
13. Participate in a recruitment retreat and/or workshop with the entire chapter membership
14. Invite officers of the Panhellenic council or the undergraduate leaders of the fraternity/sorority community to speak about governance, involvement and relationships of the community
15. Invite the fraternity/sorority advisor to speak about the resources available from the college/university
16. Host a dinner and movie night for the new member class and/or the chapter membership
17. Shadow an officer of the chapter and assist in the planning/execution of a program/event
18. Shadow an alumna/advisor in your field of study to generate better relationship among constituents of the chapter and yourself
19. Develop semester/annual goals and objectives for the chapter and a series of action plans and strategies for accomplishing these benchmarks
20. Plan and execute a fundraiser to support Sigma Delta Tau's philanthropic partners
21. Include all new members in chapter meetings or a portion thereof
22. Include all new members in regular chapter programming and sisterhood activities
23. Host/sponsor a speaker on health and wellness
24. Encourage members to become involved in activities in the community and campus outside of the organization
25. Evaluate the new member's process, before, during, and after (ask for the opinions of constituents and those outside the organization)
26. Host a parent's or family and friends weekend
27. Ask a Sigma Delta Tau volunteer or representative from the National Office to provide a presentation



- or information on available programs and resources
28. Host a discussion on the finances of the chapter and the breakdown of each expense, facilitating conversation on the dues to the Panhellenic Council and National Office
 29. Attend/host a Panhellenic or Greek Council meeting
 30. Participate in fraternity/sorority community sponsored events (athletic events, speakers, and philanthropy projects)
 31. Review parliamentary procedure, its purpose, and necessary areas of use
 32. Work with college/university involvement/leadership programming to develop a presentation and discussion on motivation and group dynamics
 33. Host/sponsor a presentation from the college/university alumni association and/or Foundation to encourage involvement in host institution after graduation
 34. Host a certified instructor to administer the Meyers-Briggs Personality Type Inventory, Clifton Strengths, or other leadership inventory
 35. Ask a faculty member or college/university staff to provide a presentation on ethical decision making
 36. Ask a faculty member or college/university staff to provide a presentation and/or discussion on diversity, equity, and inclusion
 37. Host/sponsor a campus health educator to provide a presentation on suicide, eating disorders, depression, sexual assault, and other health issues
 38. Create and execute an alumnae pen pal or writing campaign among the members
 39. Discuss risk management liability with the college/university legal counsel
 40. Brainstorm new methods of positive recruitment and education
 41. Host an all campus/community event to "meet the members"
 42. Encourage new members to play on the chapter's intramural teams
 43. Schedule a weekend each season devoted to the maintenance and up-keep on internal and external facilities, invite parents and alumnae to help
 44. Brainstorm new methods for improving scholarship performance of members
 45. Develop an academic incentive program for new members and the entire chapter membership
 46. Conduct regular roundtable or candle passing ceremonies
 47. Host/sponsor a speaker on the history of the fraternity/sorority organizations on your campus
 48. Attend a campus performance or athletic event chosen by the new member class
 49. Host a speaker from the campus library to provide information regarding effective research methods
 50. Hold a discussion regarding membership standards and expectations
 51. Participate and attend Sigma Delta Tau leadership programming
 52. Participate and attend local leadership programming of the college/university
 53. Utilize case studies on hazing and risk management to discuss positive methods of encouraging policy adherence and identifying positive, additional alternatives
 54. Write a letter to the founders stating your thoughts of the organization, make a copy for yourself
 55. Write a letter to a mentor thanking them for their guidance and leadership
 56. Write a letter to yourself to be mailed in two months or upon a major event stating your goals, aspirations, thoughts, feels, and hopes for continued development
 57. Conduct an executive board meeting with open and encouraged attendance of chapter members

58. Host/sponsor the college/university president to speak about the campus and their role and understanding of the fraternity/sorority community
59. Host/sponsor a speaker from the college/university career development/planning center
60. Host/sponsor a faculty recognition dinner
61. Create and develop an event with a non-fraternity/sorority organization on campus
62. Host/sponsor CPR and FIRST AID certification for all members of the chapter
63. Host/sponsor a city council representative and/or Mayor to speak to the chapter
64. Encourage members to register to vote
65. Host/sponsor a financial advisor to discuss credit and personal finances – or host Sigma Delta Tau's InveSDT in Yourself program!
66. Produce an educational project researching the founding and evolution of the organization
67. Encourage members to write an editorial essay on thoughts from the book "Wrongs of Passage," by Hank Nuwer
68. Host/sponsor a domestic abuse speaker with another organization on campus
69. Develop and create an alternative spring break program for all members
70. Recognize positive contributions to the chapter from alumnae members, parents and volunteers
71. Recognize the positive contributions of 1 member in each class year
72. Encourage members who attend local, regional, and national leadership programming to provide testimonials and speak of their experiences
73. Conduct a chapter fundraiser to sponsor a member to attend UIFI or Leadershape
74. Hold a discussion on the symbols and insignia of the organization
75. Research and review publications and materials from other organizations to learn of resources and programs each provides
76. Dedicate a weekend to clean, repair, and refurbish any and all ritual regalia and equipment
77. Encourage new members to schedule at least 1 hour each day for personal development and reflection
78. Host/sponsor a campus health professional to discuss personal fitness and dietary facts
79. Identify a chapter gift for the college/university and begin to allocate the proper budgeting
80. Eliminate the creation of pledge class paddles, mugs, nicknames, canisters, etc.
81. Host/sponsor a speaker on etiquette
82. Gather once a week for dinner and lunch in a formal dining hall
83. Invite chapter advisors to new member meetings
84. Visit the National Office as a chapter and/or new member class
85. Partner with a local service organization/altruism to support throughout the year
86. Host/sponsor a sorority recognition week in conjunction with Women's awareness month
87. Recognize a member of the week or MVP throughout the semester, who receives a special badge, medallion, or specific artifact of the chapter
88. Celebrate the birthdays of members in the new member class with a jointly signed card
89. Encourage the consistent practice of thank you cards and correspondence of members to all constituents
90. Develop a new member class journal with pictures and inspirational quotes to capture the experience



- and thoughts of the class
91. Develop a mentoring program with a local elementary school, where members visit once a week to spend time with their designated student
 92. Visit local retirement center and volunteer service to the staff and simply spend time with the residents
 93. Develop and construct a neighborhood and community relationship plan, fostering good relationships among neighbors
 94. Donate clothing and food to local pantries and shelters
 95. Meet with local alumnae to learn of their experience and speak of the current happenings of the chapter
 96. Host/sponsor a BBQ and welcome reception for international students

*This resource has been adapted from resources provided by Holmes Murphy Fraternal Practice.
For more information and resources, visit <https://www.holmesmurphy.com/groups/fraternal/>.*