

The Delta Chi Fraternity, Inc.

GOOD BROTHERS OF GOOD PLEDGES?

What is the purpose of a membership education program? The membership education program should be designed to help the individuals in their efforts to become good brothers and, ultimately, successful alumni. To do that, it must achieve certain goals. These include: orienting and assimilating new members into the chapter; motivating new members; instilling chapter unity; cultivating friendship and brotherhood; promoting scholarship; building and developing leaders. Some specific means to make membership education a challenging, positive experience are listed below; more ideas can be found in the Membership Education and Pre-Initiation **BRIEFs**.

- **DEVELOP LEADERSHIP** - Assign each associate member to a chapter committee; require the associate member class to plan and implement an activity (social event, service or house improvement project, etc.) on its own.
- **DEVELOP PROBLEM SOLVING ABILITIES** - Have associate members discuss areas for chapter improvement and develop solutions which the chapter might adopt.
- **FOSTER CHAPTER UNITY** - Have the associate members and initiated members interact and work together on a service or house improvement project. Integrate the associate members into the chapter (have the associates attend meetings and place them on committees). Have more activities involving associate and initiated members on an equal basis (intramurals, group trip to school athletic event, etc.). Read the Activities **BRIEF** for more ideas.
- **PROMOTE SCHOLARSHIP** - Invite a university speaker to discuss test-taking skills and study methods; designate quiet hours in the house; take advantage of university academic and tutoring services. Read the Scholarship **BRIEF** for more ideas.

When preparing a membership education program, you have to keep in mind that all associate member class activities should be based on: mutual respect, trust, honesty, organization, determination and leadership. If the activity is not, it could be hazing. The associate member should not desire initiation simply to escape the adverse pressure of his status as a "pledge." Remember, the program needs to assist each individual in achieving their full potential as a Delta Chi. If one good man disassociates because of either witnessing, hearing of or experiencing any hazing activities, Delta Chi has paid too dear a price.

HAZING DEFINED

Delta Chi Law defines hazing as "any action or situation created whether on or off Fraternity or campus premises, which produces mental or physical discomfort, embarrassment, harassment, anxiety or ridicule, no matter how good the intent or end result."

This definition is stated in general terms for a purpose. Had the definition been written in specific terms it would have been impossible to include all possible hazing activities. To have passively condoned any hazing activities because they were not precisely described in a concise definition would have made the anti-hazing stance ineffective.

The following examples will act as a guide to the chapters as to what specific activities would be considered hazing. The absence of any activity from this list does not eliminate the possibility of it being hazing. If you have any questions about a particular activity not listed, contact the International Headquarters.

1. Physical acts such as running and calisthenics.
2. Forced or coerced carrying of items such as buckets, helmets, burlap bags, rocks, and/or pledge kits.
3. Paddling.
4. Forced or coerced eating or drinking of any substance.
5. Applying of any substance to an associate member's body or belongings such as whipped cream, water, paint, flour, food, etc.

6. Forced listening to loud or repetitious music or recordings.
7. Physical harassment such as pushing, shoving, tickling, yelling, screaming, etc.
8. Deprivation of sleep or normal sleep patterns.
9. Deprivation of normal amounts of food and water.
10. Individual or group interrogations such as line-ups, rat courts, etc.
11. Forced or coerced trips such as kidnaps and pledge dumps.
12. Putting associate members in any uncomfortable setting such as cold or hot rooms, smoke filled rooms, etc.
13. Personal servitude.
14. Assigning pranks such as streaking, painting objects, panty raids, harassing other organizations or individuals.
15. Calling associate members derogatory names such as ducks, scums, maggots, worms, etc.
16. Deprivation of adequate study time.
17. The use of a "national test" to deceive associate members that they will not be initiated.
18. Associate members expected to do anything for the fun of the actives.
19. Treasure or scavenger hunts.
20. Forced or coerced wearing of conspicuous clothing not normally in good taste.
21. Memorization of facts not directly related to Delta Chi.

Hazing does not contribute to the positive development of an individual. If you have to ask if a particular activity is hazing, then it probably is.

RESPONSES TO COMMON RATIONALIZATIONS FOR HAZING

"I went through it so they should; this has worked for years, so why change now?" This will be of general concern to the chapter. However, look at the successful changes in other chapter programs which have become new traditions. Tradition can cripple an organization if it is not continually reevaluated and modified to fit changing needs.

"We need to screen out the wimps. If we don't haze, joining will be too easy...anyone could end up in our fraternity." This rationalization is out of place here. The rush program is the place to screen new members. Also, eliminating hazing effectively shifts this standard from one of endurance to one of achievement.

"It fosters associate member class unity." Associate members already have so much in common (e.g., being new to campus and chapter, feeling that they must prove themselves "worthy", being new to Delta Chi, etc.) that they will naturally be attracted to one another. When a man affiliates, he affiliates to the chapter, not the associate member class, yet we seldom provide opportunities for interaction with the members. We want to integrate them into the chapter. Remember, we want "good brothers" not "good pledges."

"As punishment for not wearing the associate member pin." Of course we would like the associates to be proud of their place in the chapter and to wear the emblem. But punishment will not solve the problem. Are the members also expected to wear the badge under similar threats? Rather unlikely. Respect and caring must be earned, they cannot be enforced.

"It's only done inside the chapter house." In addition to the other negative side-effects, hazing can be more damaging to Delta Chi's image if it occurs in public. But we are talking about whether the practice is appropriate, not its location. Anything we do, we should be willing to do in front of our parents, the Dean, our Founders, or anyone.

"We call them scum as a joke." Is it really a joke to the associates? Are they laughing with the members, or is it simply a reminder of their "lower" status?

"Line-ups are good. Besides, it gives us a chance to get them all together to give them information." The implication is that line-ups are the best means of accomplishing this end. If so, why don't we conduct our chapter meetings with member line-ups?

"But carrying black books, namelists, or signature paddles enables the associates to meet all the brothers by getting signatures. No punishment if they don't do it, it is used as a crutch to learn all of the names and faces." This practice is indeed a crutch - a crutch used to steady a fraternity education program that lacks creativity and inspiration. If the only way to get the brothers together in pairs, in small groups, or even in larger groups is to require that lists be signed, then the chapter is already dead in spirit. The burden should not be placed on the shoulders of the associates, but upon those from whom much more should be expected: the members, the big brothers, the associate member counselor, and the officers. Besides, if the brothers think these things are good tools to get to know people, why aren't they carrying them? Don't they need to get to know the associates also?

"No one ever passes the written exam, it makes no difference whether they pass it or not." Then why bother? "National" examinations are not circulated by the International Headquarters. Phony "National Exams" are a pointless activity that are used only to deceive the associates into thinking that failure means no initiation.

At the 1929 Convention in Estes Park, Colorado, The Delta Chi Fraternity adopted its historic stance against hazing, becoming the first social fraternity to officially abolish "Hell Week."

At the 1980 Convention, the chapters voted into being, as part of the By-Laws of the Fraternity, a hazing commission to deal with any alleged hazing activities within Delta Chi. Currently, the Commission is composed of a chairman (appointed by the "AA" and confirmed by the Board of Regents), the "CC" or "DD" on a rotational basis and a member of the Board of Regents on a rotational basis.

At the Centennial Convention in 1990, The Delta Chi Fraternity once again addressed the problem when the chapters voted to strengthen our stance against hazing.

PROCEDURE

Anyone can report an alleged hazing incident, but the report must be signed. If the complaint specifies, his or her identity shall not be disclosed to any person except the Executive Director and the members of the Commission.

Once advised of any alleged hazing violation, the Executive Director, by certified mail, will notify the "A", "BB", and the Regent of the chapter which is the subject of the complaint within ten days of the receipt of the complaint. In the notification, the chapter "A" is requested to respond to the charge in writing within the next ten days. Failure to do so will not delay the process. Within ten days of notification of the chapter, the complaint and response received are referred to the Hazing Commission. Within 60 days of referral, the Commission will prepare a written report and recommendation.

The Commission does have the option to ask for additional information which must be provided within 30 days and upon which the Commission must act within 30 days.

The Commission can then either dismiss the charges or recommend appropriate corrective action. The following phases represent the various levels of corrective actions that the Commission can take.

Cease and Desist: Chapter shall submit to the Executive Director a written statement that all hazing activities have been stopped. The statement must be signed by the "A", "BB" and Associate Member Counselor.

Phase I: All provisions of Cease and Desist, plus the chapter shall submit a written Associate Member Program, to include all pre-initiation activities, which must be approved by the Executive Director. Furthermore, the chapter shall conduct no initiations until all reports and the accompanying initiation deposits and associate member fees have been received by the International Headquarters.

Phase II: All provisions of Phase I, plus a representative of the Fraternity, previously approved by the Executive Director, must attend all initiations for a period of one year.

Phase III: All provisions of Phase I and II, plus any member directly involved will be placed on inactive status within the chapter. The status precludes attendance of any chapter functions, the violation of which shall required expulsion from the Fraternity.

Phase IV: Suspension of the charter.

A chapter may appeal the Commission's findings and actions to the Board of Regents.

Any member or associate member has not only the right but the obligation to immediately report any questionable activity to the Executive Director, The Delta Chi Fraternity, International Headquarters, P.O. Box 110, Iowa City, Iowa 52244.