

“Kindness is powerful. It is more powerful than hazing...it is the very essence of inclusion. And it will defeat anti-greek sentiment.”

- Fraternity President Kimberlee Di Fede Sullivan, *Pepperdine*

TRI  DELTA



OUR KIND OF KIND DOES NOT HAZE

This resource was created to promote dialogue and encourage action in the area of hazing prevention. Collegiate members and advisors can review this document and use it to analyze the actions and behaviors in their chapter. Chapters are encouraged to share this resource with members before or after implementing a hazing prevention peer-led module to enhance their conversations about hazing.

DEFINING HAZING

In our policies, kindness is clear. Tri Delta has a zero-tolerance policy against hazing. Hazing may be the least kind thing you can do to another human being – let alone a brother or sister.

Hazing is defined by the Fraternity as any action which may be interpreted as producing, in any member, new member or other individual, mental or physical discomfort, embarrassment, harassment or ridicule; or as any activity which sets members, new members or any other individuals apart from other members or from the chapter without a constructive purpose.

Encouraging, coordinating and/or participating in a hazing activity, being a bystander and/or being subjected to hazing is prohibited regardless of location (on or off campus) and regardless of timing (e.g., during an academic term, during host institution closure for holiday or recess, etc.).

RECOGNIZING HAZING

We often hear hazing defined as extreme behaviors that we would not want to be associated with such as:

- Physical violence
- Binge drinking
- Emotional or psychological abuse
- Pranks
- Illegal or harmful activities

However, hazing is more than just a list of harmful behaviors. Hazing is a complex social phenomenon that is more than just one person in a position of authority degrading, hurting or abusing another person. We need to re-examine hazing as problematic situations and interpersonal interactions within groups. These problematic situations often involve:

- Information imbalances
- Inconsistent treatment
- Restricted choice
- Social manipulation
- “Earning” membership
- Irrelevant or ineffective activities

**Adapted from “Where’s the line?” RISE Partnerships.*

OUR FOUNDERS' VISION

Permission or approval by a person being hazed does not excuse the behavior. No matter the intent, any situation that may make an initiated member or new member feel that they have to “earn” acceptance in Tri Delta is not in line with our Founders’ vision of sisterhood.

Our Founders did not value making others feel inferior, degraded or uncomfortable. Instead, they left us with these powerful words to live by from our Pledge Service, “the wearing of this badge does not give you the right to feel in any way superior to your fellow students, but it does give others the right to expect great things out of you.” Let’s join together and strive to make Tri Delta a place where members can bring themselves fully and belong to something worthy of bringing out the best in them.

IS THIS HAZING?

1. The chapter attends a social event with a fraternity where the men haze their new members. *Is this hazing?*

- ▶ **Yes**, assisting another fraternity or sorority with a hazing activity is still hazing. Observing hazing and not reporting it is considered bystander behavior – a phenomenon where individuals are discouraged to intervene and help victims if others are present when they witness the harmful situation. Being a bystander to hazing and not reporting it is not in line with who we are as brave, bold and kind Tri Deltas.

Bystander effect. (n.d.). Retrieved from <https://www.psychologytoday.com/us/basics/bystander-effect>

2. New members are required to attend new member meetings. *Is this hazing?*

- ▶ **No**, attending new member meetings is an expectation of membership in Tri Delta. New member meetings are designed to educate new members on the history, traditions and policies of Tri Delta and to facilitate sisterhood.

3. New members are often called “Baby Deltas” by sisters. *Is this hazing?*

- ▶ **Yes**, even though it is meant to be cute, new members of Tri Delta are adult women. Calling them “babies, baby dolphins, dolphins, etc.,” takes responsibility for their actions out of the commitment they have made to Tri Delta. This is considered emotional hazing.

4. A sister encourages new members to participate in a fraternity philanthropy. *Is this hazing?*

- ▶ **Maybe**. New members should not be singled out to participate in a philanthropy event. It is also important to know what the activity entails. Embarrassing members, even for the sake of philanthropy, is considered hazing.

5. Only seniors are allowed to sit in the back rows at chapter meetings. *Is this hazing?*

- ▶ **Yes**, setting members apart as “elite” based on class status is considered hazing.

6. New members are not allowed to wear letters until they are initiated. *Is this hazing?*

- ▶ **Yes**, new members are allowed to display letters – written and Greek – as soon as they receive a bid. This includes jerseys, car decals, stitched letter shirts, etc. The only insignia that a new member cannot display is the badge.

7. During Senior Week, members buy seniors alcohol and make them take three shots each night during the week. *Is this hazing?*

▶ **Yes,** This is hazing in its most dangerous form! Many deaths have occurred from hazing incidents involving alcohol. Members should never force each other to consume alcohol as a rite of passage.

8. New members are asked to come early and setup for the chapter's DHOP philanthropy event. *Is this hazing?*

▶ **Maybe.** It is okay to allow new members to see what is expected of them during membership. However, they should never be utilized 100 percent as a cleaning crew. Pair up classes for these types of events so the new members can learn or have a clearly defined rotation in place for each event.

9. Sophomores must sign-up to serve as designated drivers for senior members during the spring semester. *Is this hazing?*

▶ **Yes,** there is no constructive purpose in requiring members to serve in this role. Although many believe hazing only occurs between members and new members, the truth is hazing can happen to any member regardless of class or initiation status.

Note: Per Tri Delta policies, designated sober driver programs can be enforced for Tri Delta sponsored events. Members should not be required to serve as designated sober drivers for events that are not Tri Delta events.

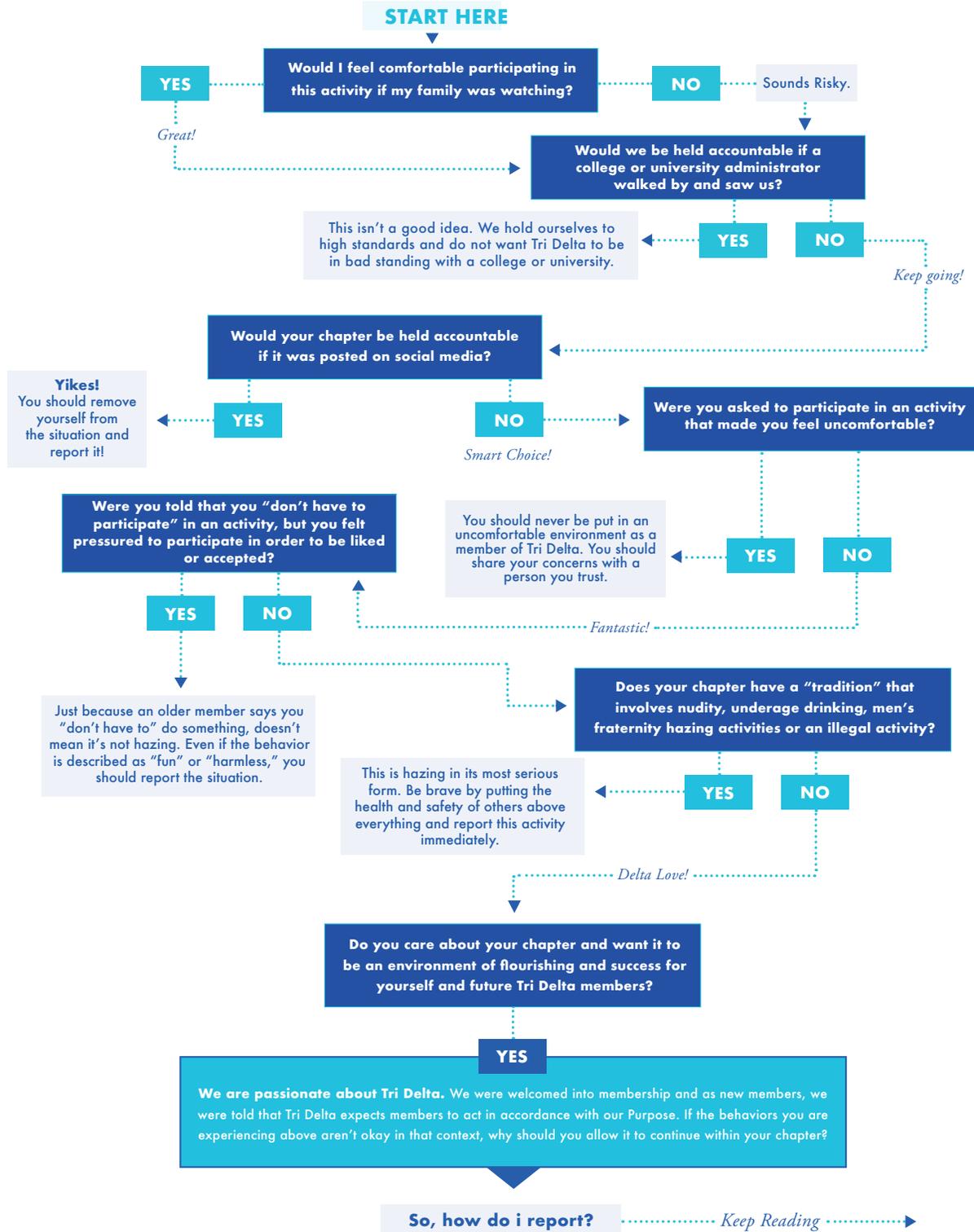
10. New members attend "sister dates" with older members to get to know them better. *Is this hazing?*

▶ **Maybe.** The new member period is a time for new members to be encouraged to meet members of the chapter. However, members should not be required to complete a certain number of dates in order to be initiated.

TRIDELTA

“SHOULD I REPORT THIS?”

During your collegiate experience, you may have witnessed an event or experienced discomfort and wondered, “Was that hazing?” This flowchart is intended to help you examine your past or present experiences to determine if hazing has occurred. If you suspect hazing activities are occurring in your chapter or campus community, be brave and talk to someone about your concerns.



ADDRESSING HAZING

“ As Tri Deltas, we have to be willing to take bold steps to ensure the safety and well-being of our members and preserve a culture of kindness.”

- Fraternity President Kimberlee Di Fede Sullivan, *Pepperdine*

As members of Tri Delta, we must own our reality that some chapters across North America engage in unhealthy behaviors and unsafe behaviors that do not align with our values, Purpose and Ritual. We have a responsibility to create an inclusive, engaging and meaningful Fraternity experience – that does not include hazing.

If you or somebody you know is at risk due to hazing, please seek immediate support from campus police or medical help. If you are in an uncomfortable situation that could be considered hazing, voice your concerns to a college or university administrator, alumna advisor, or submit a report to harmreduction@trideltaeo.org.

WHAT HAPPENS IF I REPORT?

Reporting a hazing incident can have long-term benefits for your chapter. The Fraternity wants all chapters to thrive. When we receive reports of harmful behavior, we have the opportunity to intervene and ensure the chapter can remain active for years to come. However, when members choose not to report toxic behavior in our chapters, members continue to be harmed year after year. We urge you to be brave, bold and kind alike to all by sharing your concerns about hazing so we can work together to eliminate all hazing and other harmful activities from our chapters.

ADDITIONAL RESOURCES

HAZINGPREVENTION.ORG

Tri Delta is a Platinum Level sponsor of HazingPrevention.org (HPO), whose goal is to raise awareness about hazing, educate others and promote the prevention of hazing. We encourage individuals and chapters to explore their [online resources](#) and make hazing prevention an everyday activity – not just one week out of the year.

PEER-LED MODULES

Tri Delta has provided six peer-led modules designed to educate collegiate members about hazing. These modules are designed to be implemented within chapter meetings and can be used during the New Member Education Program. The modules provide chapters with an opportunity to engage in meaningful conversations about hazing, the effects of hazing and how Tri Delta members can prevent it. Hazing prevention modules are available in the [Resource Library](#) > Member Development > Hazing Prevention Resources.

The module topics include:

- What is Hazing?
- Deconstructing Traditions
- Relational Aggression
- Unwrapping Hazing: Layers We Don't See
- Values Clarification: What's More Important?
- What Makes You, You?