



# Lambda Kappa Sigma

## Elevating Women In Pharmacy

## Statement on Hazing

*"I believe in the sacred sovereignty of my sister over her own life. Therefore I will not trespass on her domain, or seek domination over her ideas or conduct in any way."*

--from the LKS creed, written by Ruth Davies Flaherty

### **Hazing:**

Hazing may be defined as any situation created or action taken, regardless of intent, to produce physical or mental discomfort, embarrassment, harassment or ridicule, to cause physical harm or injury, or any activity on the part of the new members or active members which may violate any local, state, or federal laws.

Hazing is a practice that has no place in a professional fraternity. No chapter, collegiate, or alumnae shall conduct nor condone hazing activities under any circumstances. LKS does not condone hazing and this statement has been issued to protect the rights of prospective and current members as well as the Fraternity.

Hazing awareness is an integral part of the new member orientation process and all chapter officers and members have a duty to familiarize themselves with the Fraternity Statement on Hazing and Fraternity Bylaws.

LKS strictly prohibits any form of hazing by any initiated member or new member. Hazing activities are not compatible with the mission and traditions of the fraternity and reflect negatively on the organization.

New member programs should focus on the history of the fraternity and chapter and include the standards expected of members that do not demean, embarrass or endanger any member or potential member. Activities that are considered hazing are any activities that produce mental or physical discomfort, embarrassment, harassment or ridicule of a new or initiated member. They are also activities that are not consistent with academic achievement, fraternal law, LKS ritual or policy or the regulations and policies of the educational institution or applicable state law.

Chapter members who do not follow this policy will be placed on probation from fraternity events and member privileges. Further consequences may include the revocation of membership and/or the chapter's charter as deemed necessary by the Grand Council.



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### **Disciplinary Statement on Hazing**

Hazing is generally classified into three types: subtle, harassing, and violent.

Subtle hazing activities typically involve activities that breach reasonable standards of mutual respect and are often taken for granted or accepted as “harmless” or meaningless. Potential new members often feel the need to accept subtle hazing to feel like part of the group.

Harassment hazing includes behaviors that cause emotional or physical distress to potential new members or members. Often, harassment hazing confuses, frustrates, and causes unneeded stress for potential new members and members. Violent hazing are behaviors that have the potential to cause physical and/or emotional harm.

Although there are numerous activities that can be interpreted as hazing and many behaviors are context-specific, a few examples may include but are not limited to:

- Late work sessions which interfere with scholastic activities
- Use of demerit systems
- Requiring potential new members to perform duties not assigned to other members
- The requirement for the new member or active member to perform any foolish or demeaning activities, such as participating in scavenger hunts, being required to carry an item or always have an item in possession, or singing in public
- Assigning names to potential new members or requiring potential new members to wear clothing or accessories blatantly different than other members
- Activities which place members under emotional or physical stress through misleading statements, such as the practice of leading one or more potential new members to believe they have failed to meet the requirements for membership
- Any activities or verbalizations which could mentally traumatize the new member or active member, such as degrading references to physical appearance, family background, or academic performance.
- “Hell Night” or any such occasion where prospective members and members are required to perform various embarrassing antics or physical feats, including blindfolding, paddling, forced consumption of alcohol or any type of food or beverage, excessive drinking, etc.

Should any questions arise concerning the propriety of certain activities, consult the Region Supervisor and GVPC immediately.

### **Sexual Abuse and Harassment**

LKS will not tolerate or condone any form of sexually abusive behavior on the part of its members, whether physical, mental or emotional. This includes any actions which are demeaning to women or men.



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### **Expectations**

It is the expectation of the Grand Council that at the first meeting of every fall semester, this document will be reviewed by the chapter membership.

All members should receive a copy of this document and complete the *Member Acknowledgment and Signature Page* with their name, signature, and date confirming they have read and agreed with the Statement on Hazing. New members should also be provided a copy and sign the signature piece at the time of initiation. Copies of these signatures should remain in chapter files.

The chapter shall keep a copy of this policy in its chapter files at all times and both Fraternity and faculty advisors to the chapter shall keep a copy of this policy at all times.

### **Disciplinary Procedure for Hazing Infraction:**

Complaints of hazing should immediately be brought to the attention of an appropriate campus or Fraternity official who shall provide for confidential representations regarding such violations.

As soon as possible, any person who has knowledge of a hazing incident that has either taken place or is planned shall notify at least one of the following individuals:

1. The Faculty or Fraternity advisor of the chapter in questions
2. The Region Supervisor where the hazing occurred or is planned
3. The Grand Vice President for Collegiates or any other member of the Grand Council.

Anyone who receives a complaint of a hazing activity shall notify all members of Grand Council.

*Upon learning of activities that are potentially consistent with hazing, the Grand Council will oversee the following process:*

1. A preliminary investigation shall be conducted by the Grand Vice President for Collegiates, with assistance from the Region Supervisor, or other Grand Council designee. The purpose of the preliminary investigation is to determine if there is probable cause to continue with a full investigation. No individual may investigate a chapter in which she/he was an active member.
2. The preliminary investigation shall take place through telephone interviews, other long distance communication, or in person. The preliminary investigation should include discussions with the chapter president and other officers, advisors, school officials as appropriate
3. If probable cause exists, a full-scale investigation should occur. The investigation should include, but may not be limited to, discussions with the chapter officers, advisors, and school officials. If at all possible, the investigation should be conducted in person and in a timely manner. The investigator(s) shall submit an official written report to the Grand Council including a recommendation as to appropriate disciplinary action.



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4. After reviewing the report, the Grand Council shall determine what corrective action is needed. This will vary on the nature of the infractions, but may include any or all of the following:
  - a. No action, if it was determined no activities consistent with hazing occurred. Complaints against the chapter will be filed as “insubstantial” for permanent record at Headquarters
  - b. A written warning, if activities may have been consistent with hazing but a lack of evidence exists
  - c. Probation, if activities consistent with hazing exist. Terms and length of the probation are at the discretion of the Grand Council. Of note, a chapter on probation is no longer considered a chapter in good standing and may no longer be afforded the benefits of such.
  - d. Revocation of the chapter charter, if the chapter was found to be grossly negligent with regards to hazing. In extreme cases, when allegations of violence or criminal activity during a hazing incident have been made, the Grand Council will support and cooperate with local and state authorities in any legal action.

### *If a hazing incident has been confirmed*

1. The Grand Council shall notify the chapter in writing of the findings as well as any corrective actions that must be undertaken to be considered a chapter in good standing. The chapter will have 30 days to respond to the Grand Council with a written plan for their corrective actions.
2. With the oversight of Grand Vice President for Collegiates and Region Supervisor, the chapter shall implement the corrective action plan. Failure to comply to the satisfaction of the Grand Council may result in further disciplinary actions, up to and including revocation of the charter.
3. The Grand Council will support any further disciplinary action as mandated by the school and will cooperate with any local investigations.
4. Any Grand Council member or Region Supervisor for the chapter may conduct unannounced visits to the chapter for up to two years following the initial Grand Council ruling to ensure that all hazing activities have ceased.

Of note, all communication should be in written or electronic form and should include chapter advisors and school officials. Assuming collegiate chapter involvement, the primary point of contact for the Fraternity should be the Grand Vice President for Collegiates and the Region Supervisor. If a chapter has successfully completed the probationary terms to the satisfaction of the Grand Council and is determined to be in compliance with fraternity policies and expectations, as well as all pertinent hazing laws (school, state, or local) then

1. The chapter shall be returned to good standing



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2. Notification will be sent to all appropriate parties by the Grand Council of the chapter's reinstatement

### **Additional Information**

Examples of approved vs. hazing activities will be featured regularly during fraternity events and publications. Questions concerning whether an activity or event is consistent with this document should be directed to the LKS Headquarters for immediate review by the Grand Council.

The decision made by the Grand Council regarding approval or denial of the event is final. Deviations from the code of conduct by a chapter or an individual member will be reviewed by the Grand Council. The imposition of consequences subsequent to Grand Council review of violations of the code of conduct will be swift and final.



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## Member Acknowledgment and Signature Page

Each chapter member must print their name, sign, and date below to confirm they have read and understand the Lambda Kappa Sigma Statement on Hazing.

*Print multiple copies of the next page as needed*

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*(print multiple copies in order to collect signatures from all chapter members and then upload to chapter files once complete)*