



Hazing

Kappa Psi
Pharmaceutical
Fraternity

Hazing



- All acts of hazing by a chapter or any of its collegiate or graduate Brothers is forbidden
- Kappa Psi defines hazing as any action taken or situation created, intentionally or unintentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule



Hazing Defined

Any activity expected of someone joining a group which humiliates, degrades, or risks emotional/physical harm

Activities which inflict or intend to cause physical or mental harm or anxiety

Activities which demean, degrade, or disgrace any person, regardless of location, intent or consent of participants

Any action or situation which *intentionally* or *unintentionally* endangers a person for admission into or affiliation with any organization

Hazing

- Forced physical exercise
- Embarrassing or psychological harm to the individual
- Bringing physical harm to the individual
- Degrading or otherwise compromising the dignity of the individual
- Activities requiring an unreasonable or inordinate amount of the individual's time or impair the individual's academic efforts



Hazing

- Making someone an object of ridicule
- Requiring consumption of any liquid or solid matter
- Requiring individuals to participate in any activity which is illegal or contrary to their genuine moral and/or religious beliefs or contrary to the educational institutional rules and regulations
- Violating any laws, rules, or regulations associated with where the event is occurring



Example



- Omega Chi Chapter wants their new pledges to take a road trip the night before an exam to promote pledge bonding. The road trip is an all-night venture and the pledges are not allowed to study.
 - This is in direct violation of the Hazing Policy
 - This trip would require the pledges to spend an unreasonable or inordinate amount of time and would likely impair the individual's academic efforts

Brotherhood



- There is a ZERO TOLERANCE policy regarding hazing
- Kappa Psi is about brotherhood, promotion of professionalism and advancement in leadership for the betterment in the field of pharmacy



Sexual Harassment

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Sexual Harassment



- Kappa Psi Pharmaceutical Fraternity, Inc. explicitly condemns and will not tolerate any form of sexually abusive behavior
- It is the responsibility of each Member to behave in such a manner that their words or actions cannot reasonably be perceived as sexually coercive, abusive, or exploitative

Two Main Types of Sexual Harassment



Quid Pro Quo

Hostile Environment

Quid Pro Quo



- A favor or advantage granted or expected in return for something
- Example:
 - Becky is a pledge and Don, a Kappa Psi brother, confronts her. Don states, “You can only have my signature this week if you make-out with me.”

Hostile Environment



- When enduring the offensive conduct becomes a condition of continued employment (in our case, pledging)
- The conduct is severe or pervasive enough to create an environment that a reasonable person would consider intimidating, hostile, or abusive
- Example: A pledge reports misconduct of a Brother and the Brother finds out who the pledge is that reported the event. The Brother begins to harass the pledge for the rest of the pledging process.

Rushing/Pledging Policy



- Relationship between Brother and potential member
 - Maintain a level of professionalism and respect
 - Uphold the principles of human dignity at all times
- Members must refrain from language, gesture, or activity that be may perceived as encouraging/coercing prospective member into drinking alcohol or using other mind altering substances
 - Whether formally or informally connected to fraternity events or activities
 - Intentional or unintentional



Picture/Social Media Policy

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Picture/Social Media Policy



- Includes all media platforms, including but not limited to:
 - Fraternity, Province, Chapter, or individual websites
 - Social media pages
 - Publications such as magazines
 - Texting
 - Province/Chapter slideshows
 - Province/Chapter reports
 - Other printed documents that are often seen by faculty members, parents, future employers, and others
- Important to remember: pledges are included in

Picture/Social Media Policy



- What NOT to do:
 - No alcohol in pictures; this includes bottles, kegs, drinking games, or clearly intoxicated individuals
 - No sexist photos
 - No overly sexual material
 - No obscene gestures that may reflect poorly on the name of the Fraternity
 - No racist or discriminatory pictures
 - No illegal activities
 - No pictures that depict actions in violation of other Fraternity policies

Picture/Social Media Policy



- What NOT to do (continued):
 - No ritual-related information posted on social media
 - Use personal email accounts, not fraternity-associated ones, when utilizing personal social media
 - Members of the International Fraternity's social media page/sites must be Brothers of the Fraternity
 - Materials posted in relation to the fraternity should be professional and courteous at all times

Picture/Social Media Policy



- Example:
 - A Chapter of Kappa Psi has a party (all of which abides by the Alcohol and Substance Abuse Policy) when John and Sally decide to take a Snapchat. John is clearly intoxicated and has an alcoholic beverage in his hand.
 - This is in direct violation of the Picture/Social Media Policy

Golden Rule



- If you question whether something is appropriate, just DON'T do it!
- Ask another Brother, “Is this appropriate?”
- Communicate with your Grand Council Deputy (GCD)

Reporting



Who can you report to?

- Mild issues reported to the chapter GCD/Faculty
- Severe issues reported to the Grand Regent at grandregent@kappapsi.org

Better to report and be safe than allow any wrong doing!

Any Questions?



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Grand Regent