

# 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

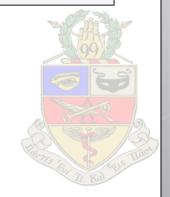
Activities which demean, degrade, or disgrace any person, regardless of location, intent or consent of participants Any action or situation which intentionally or unintentionally endangers a person for admission into or affiliation with any organization

#### Hazing



- OForced physical exercise
- Embarrassing or psychological harm to the individual
- OBringing physical harm to the individual
- ODegrading or otherwise compromising the dignity of the individual
- OActivities requiring an unreasonable or inordinate amount of the individual's time or impair the individual's academic efforts

#### Hazing



- OMaking someone an object of ridicule
- ORequiring consumption of any liquid or solid matter
- ORequiring 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
- OViolating 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.
  - OThis is in direct violation of the Hazing Policy
  - OThis 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

Kappa Psi Pharmaceutical Fraternity

#### 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

- ORelationship between Brother and potential member
  - OMaintain a level of professionalism and respect
  - OUphold the principles of human dignity at all times
- OMembers 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
  - OIntentional or unintentional



Kappa Psi Pharmaceutical Fraternity

- OIncludes all media platforms, including but not limited to:
  - OFraternity, Province, Chapter, or individual websites
  - Social media pages
  - OPublications such as magazines
  - OTexting
  - OProvince/Chapter slideshows
  - OProvince/Chapter reports
  - Other printed documents that are often seen by faculty members, parents, future employers, and others
- OImportant to remember: pledges are included in

Kappa Psi Potton isape (261/2). 25pt 469. brg



#### OWhat NOT to do:

- ONo alcohol in pictures; this includes bottles, kegs, drinking games, or clearly intoxicated individuals
- ONo sexist photos
- ONo overly sexual material
- ONo obscene gestures that may reflect poorly on the name of the Fraternity
- ONo racist or discriminatory pictures
- ONo illegal activities
- No pictures that depict actions in violation of other Fraternity policies



- OWhat NOT to do (continued):
  - ONo ritual-related information posted on social media
  - OUse personal email accounts, not fraternity-associated ones, when utilizing personal social media
  - OMembers of the International Fraternity's social media page/sites must be Brothers of the Fraternity
  - OMaterials posted in relation to the fraternity should be professional and courteous at all times



#### OExample:

- OA 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.
  - OThis is in direct violation of the Picture/Social Media Policy

#### Golden Rule



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





#### Who can you report to?

OMild issues reported to the chapter GCD/Faculty

OSevere issues reported to the Grand Regent at <a href="mailto:grandregent@kappapsi.org">grandregent@kappapsi.org</a>

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

#### Any Questions?



vicky.shah1085@gmail.com
Pledging Committee Chair

grandregent@kappapsi.org
Grand Regent