

Zeta Tau Alpha

THE CREED

By Shirley Kreason Strout

To realize that within our grasp, in Zeta Tau Alpha, lies the opportunity to learn those things which will ever enrich and ennable our lives; to be true to ourselves, to those within and without our circle; to think in terms of all mankind and our service in the world; to be steadfast, strong, and clean of heart and mind, remembering that since the thought is father to the deed, only that which we would have manifested in our experience should be entertained in thought; to find satisfaction in being, rather than seeming, thus strengthening in us the higher qualities of the spirit; to prepare for service and learn the nobility of serving, thereby earning the right to be served; to seek understanding that we might gain true wisdom; to look for the good in everyone; to see beauty, with its enriching influence; to be humble in success, and without bitterness in defeat; to have the welfare and harmony of the Fraternity at heart, striving ever to make our lives a symphony of high ideals, devotion to the right, the good, and the true, without a discordant note; remembering always that the foundation precept of Zeta Tau Alpha was Love, "the greatest of all things."

MISSION STATEMENT

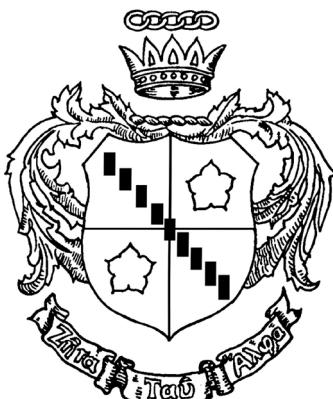
The mission of Zeta Tau Alpha is to make a difference in the lives of our membership by developing the potential of each individual through innovative programming which emphasizes leadership development, service to others, academic achievement and continued personal growth for women, with a commitment to friendship and the future based on the sisterhood, values and traditions of the past.

PURPOSE

The purpose of Zeta Tau Alpha is to intensify friendship, promote happiness among its members, to perform such deeds, and to mould such opinions as will conduce to the building up of a purer and nobler womanhood in the world.

OPEN MOTTO

Seek the Noblest



Alcohol: Considering Different Impacts for Different People

BAC Levels and Effects

BLOOD ALCOHOL CONTENT

Alcohol's effects are roughly predictable from the amount of alcohol in the bloodstream, assuming that no tolerance has been developed. The following list indicates what effects alcohol typically has at several Blood Alcohol Content levels:

- .02% Light and moderate drinkers begin to feel some effect (about one drink).
- .04% Most people begin to feel relaxed.
- .06% Judgment is somewhat impaired; people are less able to make rational decisions about their capabilities, for example driving.
- .08% Definite impairment of muscle coordination and driving skills. Increased risk of nausea and slurred speech.
- .10% Although reaction time is affected after the first drink, there is a clear deterioration of reaction time and control at this level.
- .15% Balance and movement are impaired. Risk of blackouts, accidents, nausea, passing out and hangovers.
- .30% Many people lose consciousness.
- .40% Most people lose consciousness, some die.
- .45% Breathing stops, death occurs.

*Note: These effects occur for people who have not developed a high tolerance for alcohol. For people with high tolerances, these effects may not occur until higher levels of intoxication. Heavy drinkers must therefore consume more alcohol to achieve the same effects as moderate drinkers, which costs more money and is more harmful to the body.

ONE DRINK

4 oz. wine

1 cocktail

12 oz. beer

1 oz. shot

Alcohol: Considering Different Impacts for Different People

Approximate BAC Levels as a Function of Number of Drinks and Time, Determined by Weight of Women

| 100 lb. Female | | NUMBER OF HOURS | | | | | | | | 140 lb. Female | | NUMBER OF HOURS | | | | | | | | 180 lb. Female | | NUMBER OF HOURS | | | | | | | |
|-------------------|------|--------------------|------|------|------|------|------|------|----|-------------------|------|--------------------|------|------|------|------|------|---|--------|-------------------|------|--------------------|------|------|------|------|------|---|---|
| NUMBER | 1 | .029 | .013 | - | - | - | - | - | - | NUMBER | 1 | .016 | - | - | - | - | - | - | - | NUMBER | 1 | .009 | - | - | - | - | - | - | - |
| OF DRINKS | 2 | .074 | .058 | .042 | .026 | .010 | - | - | - | OF DRINKS | 2 | .048 | .032 | .016 | - | - | - | - | - | OF DRINKS | 2 | .034 | .018 | .002 | - | - | - | - | - |
| 3 | .119 | .103 | .087 | .071 | .055 | .039 | .023 | .007 | 3 | .080 | .064 | .048 | .032 | .016 | - | - | - | - | 3 | .059 | .043 | .027 | .011 | - | - | - | - | - | |
| 4 | .164 | .148 | .132 | .116 | .100 | .084 | .068 | .052 | 4 | .112 | .096 | .080 | .064 | .048 | .032 | .016 | - | - | 4 | .084 | .068 | .052 | .036 | .020 | .004 | - | - | | |
| 5 | .209 | .193 | .177 | .161 | .145 | .129 | .113 | .097 | 5 | .144 | .128 | .112 | .096 | .080 | .064 | .048 | .032 | - | 5 | .109 | .093 | .077 | .061 | .045 | .029 | .013 | - | | |
| 6 | .254 | .238 | .222 | .206 | .190 | .174 | .153 | .142 | 6 | .176 | .160 | .144 | .128 | .112 | .096 | .080 | .064 | - | 6 | .134 | .118 | .102 | .086 | .070 | .054 | .038 | .022 | | |
| 7 | .299 | .283 | .267 | .251 | .235 | .219 | .203 | .187 | 7 | .209 | .193 | .177 | .161 | .145 | .129 | .113 | .097 | - | 7 | .159 | .143 | .127 | .111 | .095 | .079 | .063 | .047 | | |
| 8 | .344 | .328 | .312 | .296 | .280 | .264 | .248 | .232 | 8 | .241 | .225 | .209 | .193 | .177 | .161 | .145 | .129 | - | 8 | .184 | .168 | .152 | .136 | .120 | .104 | .088 | .072 | | |
| 9 | .389 | .373 | .357 | .341 | .325 | .309 | .293 | .277 | 9 | .273 | .257 | .241 | .225 | .209 | .193 | .177 | .161 | - | 9 | .209 | .193 | .177 | .161 | .145 | .129 | .113 | .097 | | |
| 10 | .434 | .418 | .402 | .386 | .370 | .354 | .338 | .322 | 10 | .305 | .289 | .273 | .257 | .241 | .225 | .209 | .193 | - | 10 | .234 | .218 | .202 | .186 | .170 | .154 | .138 | .122 | | |
| 11 | .479 | .463 | .447 | .431 | .415 | .399 | .383 | .367 | 11 | .337 | .321 | .305 | .289 | .273 | .257 | .241 | .225 | - | 11 | .259 | .243 | .227 | .211 | .195 | .179 | .163 | .147 | | |
| 12 | .524 | .508 | .492 | .476 | .460 | .444 | .428 | .412 | 12 | .369 | .353 | .337 | .321 | .305 | .289 | .273 | .257 | - | 12 | .284 | .268 | .252 | .236 | .220 | .204 | .188 | .172 | | |
| 120 lb. Female | | NUMBER OF HOURS | | | | | | | | 160 lb. Female | | NUMBER OF HOURS | | | | | | | | 200 lb. Female | | NUMBER OF HOURS | | | | | | | |
| NUMBER | 1 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | NUMBER | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | NUMBER | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | |
| OF DRINKS | 2 | .059 | .043 | .027 | .011 | - | - | - | - | OF DRINKS | 2 | .040 | .024 | .008 | - | - | - | - | - | OF DRINKS | 2 | .029 | .013 | - | - | - | - | - | - |
| 3 | .096 | .080 | .064 | .048 | .032 | .016 | - | - | - | 3 | .068 | .052 | .036 | .020 | .004 | - | - | - | 3 | .051 | .035 | .019 | .003 | - | - | - | - | - | |
| 4 | .134 | .118 | .102 | .086 | .070 | .054 | .038 | .022 | 4 | .096 | .080 | .064 | .048 | .032 | .016 | - | - | - | 4 | .074 | .058 | .042 | .026 | .010 | - | - | - | - | |
| 5 | .171 | .155 | .139 | .123 | .107 | .091 | .075 | .059 | 5 | .124 | .108 | .092 | .076 | .060 | .044 | .028 | .012 | - | 5 | .096 | .080 | .064 | .048 | .032 | .016 | - | - | - | |
| 6 | .209 | .193 | .177 | .161 | .145 | .129 | .113 | .097 | 6 | .152 | .136 | .120 | .104 | .088 | .072 | .056 | .040 | - | 6 | .119 | .103 | .087 | .071 | .055 | .039 | .023 | .007 | | |
| 7 | .246 | .230 | .214 | .198 | .182 | .166 | .150 | .134 | 7 | .180 | .164 | .148 | .132 | .116 | .100 | .084 | .068 | - | 7 | .141 | .125 | .109 | .093 | .077 | .061 | .045 | .029 | | |
| 8 | .284 | .268 | .252 | .236 | .220 | .204 | .188 | .172 | 8 | .209 | .193 | .177 | .161 | .145 | .129 | .113 | .097 | - | 8 | .164 | .148 | .132 | .116 | .100 | .084 | .068 | .052 | | |
| 9 | .321 | .305 | .289 | .273 | .257 | .241 | .225 | .209 | 9 | .237 | .221 | .205 | .189 | .173 | .157 | .141 | .125 | - | 9 | .186 | .170 | .154 | .138 | .122 | .106 | .090 | .074 | | |
| 10 | .359 | .343 | .327 | .311 | .295 | .279 | .263 | .247 | 10 | .265 | .249 | .233 | .217 | .201 | .185 | .169 | .153 | - | 10 | .209 | .193 | .177 | .161 | .145 | .129 | .113 | .097 | | |
| 11 | .396 | .380 | .364 | .348 | .332 | .316 | .300 | .284 | 11 | .293 | .277 | .261 | .245 | .229 | .213 | .197 | .181 | - | 11 | .231 | .215 | .199 | .183 | .167 | .151 | .135 | .119 | | |
| 12 | .434 | .418 | .402 | .396 | .370 | .354 | .338 | .322 | 12 | .321 | .305 | .289 | .273 | .257 | .241 | .225 | .209 | - | 12 | .254 | .238 | .222 | .206 | .190 | .174 | .158 | .142 | | |

**ONE DRINK = 4 ozs. wine; or
1 cocktail; or
12 ozs. beer; or
1 oz. shot.**

These charts are for your information and are not intended to convey that drinking is safe. Drinking alcoholic beverages is unlawful for those under 21 years of age.

The Blame Game: A Question of Accountability

Scenario Group 1

Your chapter is currently at the bottom of the Greek GPA list for State University. As a result, the academic achievement chairman, with the backing of the Executive Committee, has made it clear to the chapter that academics will be the focus of this semester. In fact, a rule was implemented that required all sisters to achieve at least a 2.75 GPA for the semester. Any sister that made below this average would be placed on social probation, and any new members below the GPA would not be initiated.

Sarah is currently a new member of the chapter. She is a second-semester freshman and is very eager and exited about being a sister. She was elected president of her new member class and helped design the T-shirts and advertisement for a spring breast cancer awareness service event. She is well-liked by a majority of the sisters.

Sarah is currently enrolled in a 101 public speaking class. The class meets one night a week. The professor stressed the importance of being in attendance at each class and stated that missing class will have "an adverse affect on your final grade." Jane, a less involved sister and second-semester senior, is also in the class.

During the fourth week of class, Sarah went to her Big Sister and let her know that she was having some problems with her boyfriend. Sarah said the problems were starting to affect her ability to focus on school work. Her Big Sister told her that it sounded like something almost everyone in the chapter had dealt with and that she was sure that things would get better.

During the seventh week of school, Sarah started to miss class. In fact, she missed two weeks of her public speaking class (which included two quizzes and one homework assignment). During one of the classes, the professor asked if anyone had seen Sarah, to which one student replied that he had seen her out "hammered" several nights a week. After hearing this, the professor commented, "That's what I've come to expect from sorority girls."

During the last week of class, Sarah began to worry that she would not be able to make the necessary GPA requirement for the semester. She had her final speech due in class the next day, and she had not done well on her previous speeches. The professor said her speaking style was "good" but the structure and information in her speeches was "deplorable." When Sarah asked him to assist her with her final speech, he said he would not help her because she had missed too much class. Sarah began to panic. Then she realized that Catherine, a current new member, had taken the same class last semester and made an "A." Sarah presented her situation to Catherine and begged her to let her "borrow" a copy of her last speech to see "what it looks like." After hearing Sarah's story, Catherine agreed.

During the last class, Sarah gave her speech and everyone in the class commented on how well she did. The professor agreed with the class, but became suspicious of Sarah's sudden improvement. After investigating some past files, the professor noticed that Sarah's speech was almost identical to that of a student in a previous class, Catherine. As a result of the investigation, Sarah receives an "F" on the speech and in the class and does not make the required GPA.

Instruction: In the scenario above, there are six characters. They are listed below in no particular order. As an individual, rank the characters in order from 1 (most responsible) to 6 (least responsible) for what happened to Sarah. After you have finished your individual ranking, work with the other members of your group and decide on a group rank order for the six characters.

Big Sister

Sarah

The Professor

Catherine

Jane

The Academic Achievement Chairman

The Blame Game: A Question of Accountability

Scenario Group 2

Your chapter is currently at the bottom of the Greek GPA list for State University. As a result, the academic achievement chairman, with the backing of the Executive Committee, has made it clear to the chapter that academics will be the focus of this semester. In fact, a rule was implemented that required all sisters to achieve at least a 2.75 GPA for the semester. Any sister that made below this average would be placed on social probation, and any new members below the GPA would not be initiated.

Sarah is currently the chapter president. She is a second-semester junior and is very eager and excited to improve the organization. Not only is she president of the chapter, she also helped design the T-shirts and advertisement for a spring breast cancer awareness service event. She is very well-liked among a majority of the sisters.

Sarah is currently enrolled in a 101 public speaking class. The class meets one night a week. The professor stressed the importance of being in attendance at each class and stated that missing class will have "an adverse affect on your final grade." Jane, a less involved sister and second-semester senior, is also in the class.

During the fourth week of class, Sarah went to her Big Sister and let her know that she was having some problems with her boyfriend. Sarah said the problems were starting to affect her ability to focus on school work. Her Big Sister told her that it sounded like something almost everyone in the chapter had dealt with, and that she was sure that things would get better.

During the seventh week of school, Sarah started to miss class. In fact, she missed two weeks of her public speaking class (which included two quizzes and one homework assignment). During one of the classes, the professor asked if anyone had seen Sarah, to which one student replied that he had seen her out "hammered" several nights a week. After hearing this, the professor commented, "That's what I've come to expect from sorority girls."

During the last week of class, Sarah began to worry that she would not be able to make the necessary GPA requirement for the semester. She had her final speech due in class the next day, and she had not done well on her previous speeches. The professor said her speaking style was "good" but the structure and information in her speeches was "deplorable." When Sarah asked him to assist her with her final speech, he said he would not help her because she had missed too much class. Sarah began to panic. Then she realized that Catherine, a current new member, had taken the same class last semester and made an "A." Sarah presented her situation to Catherine and begged her to let her "borrow" a copy of her last speech to see "what it looks like." After hearing Sarah's story, Catherine agreed.

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The Professor

Catherine

Jane

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The Blame Game: A Question of Accountability

Scenario Group 3

Your chapter is currently at the bottom of the Greek GPA list for State University. As a result, the academic achievement chairman, with the backing of the Executive Committee, has made it clear to the chapter that academics will be the focus of this semester. In fact, a rule was implemented that required all sisters to achieve at least a 2.75 GPA for the semester. Any sister that made below this average would be placed on social probation, and any new members below the GPA would not be initiated.

Sarah is currently a member of the chapter. She is a second semester-sophomore and is an average sister of ZTA. While she does not hold an elected position in the chapter, she did help design the T-shirts and advertisement for a spring breast cancer awareness service event. Sarah is not one of the "favorite" members of a majority of the sisters because she usually does just enough to "get by."

Sarah is currently enrolled in a 101 public speaking class. The class meets one night a week. The professor stressed the importance of being in attendance at each class and stated that missing class will have "an adverse affect on your final grade." Jane, a less involved sister and second-semester senior, is also in the class.

During the fourth week of class, Sarah went to her Big Sister and let her know that she was having some problems with her boyfriend. Sarah said the problems were starting to affect her ability to focus on school work. Her Big Sister told her that it sounded like something almost everyone in the chapter had dealt with, and that she was sure that things would get better.

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Big Sister

Sarah

The Professor

Catherine

Jane

The Academic Achievement Chairman

Holding Our Sisters Accountable: Form of Charges

I. Grounds for Charges:

Susie Senior has (check all grounds that apply):

- Violated the Constitution, Bylaws, or established policies or procedures of Zeta Tau Alpha;
- Failed or refused to fulfill the duties and obligations of her membership;
- Failed to cooperate in the best interest of the Fraternity;
- Conducted herself in a manner detrimental to her chapter and/or members of the Fraternity.

II. Factual Basis for the Charge

The following facts support the charge(s) set forth above: (attach additional sheets if needed)

At the chapter meeting on Sept. 1, Susie signed up to participate in the float preparations and ride in the Homecoming Parade on Sept. 7. She showed up two hours late and so could not help get the float ready before the parade when we were counting on her and her friends to assist. When she arrived to the parking lot, she was intoxicated and carrying a red plastic cup of liquid. I could smell alcohol when she came up to talk to me about the float. She was slurring her words and speaking loudly, causing a disturbance. When Susie moved to find a spot to ride on the float, she stumbled and fell into the structure, damaging some of the decorations. Members from other fraternities and sororities obviously noticed Susie and her friends, intoxicated while wearing their ZTA shirts. I overheard Susie discussing how she and several other Zetas (who were also present that morning) were "pre-partying" with the ABTs all night to make riding on the float more fun.

I talked with Susie and the other intoxicated women and told them I was concerned about them riding on the float since they were drunk. They were angry but said that they would leave. I called Zoe Zeta to provide Susie and the other intoxicated members a ride home.

Allie Accuser

Accuser

Holding Our Sisters Accountable: Judicial Notice

NOTICE

To: Susie Senior
From: Judicial Committee Chairwoman
Re: Notice of Judicial Hearing
Date: September 10, 2010

The attached charges were delivered to me as chairman of the Judicial Committee. The Judicial Committee will meet on Sept. 13, 2010 at 8:00 p.m. in the chapter room to conduct a hearing on these charges.

At the hearing, you will have an opportunity to present evidence relating to the charges against you. If you wish to have witnesses present evidence on your behalf, please bring those witnesses to the hearing with you. It is not necessary that your witnesses be members of Zeta Tau Alpha. If you fail to appear at the hearing, disciplinary action may be taken against you in your absence.

Because this or any disciplinary action may result in termination of membership, applicable sections of the *Constitution and Bylaws of Zeta Tau Alpha* to be followed in all disciplinary actions are attached for your review.

Holding Our Sisters Accountable: Judicial Procedure Sequence

Incident/Behavior occurs

ZTA member files charges with judicial chairman

Chairman works with advisor to set date/time/place

Chairman notifies Accused, Accuser and Committee of hearing date/time/place

Hearing occurs within 48 to 96 hours from delivery of Notice

Committee deliberates and decides on Action

Notice of Action delivered to Accused

Holding Our Sisters Accountable: Sample Judicial Hearing Script

Set up: Chairman, advisor, secretary, four committee members, president and vice president *ll* should sit in a row or semi circle in front of Susie Senior, the accused. There should be a vacant chair for Allie Accuser next to Susie. Be sure that no one is positioned with her back to the audience.

Chairman: I call this meeting of the Omega Omega Chapter Judicial Committee to order and appoint _____ as secretary to record the minutes of the meeting. *Insert names of appointed volunteers where there are blanks in the script.*

For the record, I will state that the only people present at this time are members of the Judicial Committee, _____, our advisor, _____, and Susie Senior, the Accused.

Chairman: Susie, did you receive a notice of this hearing?

Susie: Yes, you delivered the notice to me on Tuesday as I was getting ready for dinner.

Chairman: Did you also receive a copy of our disciplinary procedure and the charges against you?

Susie: Yes.

Chairman: Susie, the charges against you are as follows:

At the chapter meeting on Sept. 1, Susie signed up to participate in the float preparations and ride in the Homecoming parade on Sept. 7. She showed up two hours late and so could not help get the float ready before the parade when we were counting on her and her friends to assist. When she arrived to the parking lot, she was intoxicated and carrying a red plastic cup of liquid. I could smell alcohol when she came up to talk to me about the float. She was slurring her words and speaking loudly, causing a disturbance. When Susie moved to find a spot to ride on the float, she stumbled and fell into the structure, damaging some of the decorations. Members from other fraternities and sororities obviously noticed Susie and her friends, intoxicated while wearing their ZTA shirts. I overheard Susie discussing how she and several other Zetas (who were also present that morning) were "pre-partying" with the ABTs all night to make riding on the float more fun.

I talked with Susie and the other intoxicated women and told them I was concerned about them riding on the float since they were drunk. They were angry but said that they would leave. I called Zoe Zeta to provide Susie and the other intoxicated members a ride home.

Signed by Allie Accuser.

Do you understand these charges?

Susie: Yes.

Chairman: Do you agree or disagree with the charges?

Susie: I disagree.

Facilitator: TIME OUT – In a judicial hearing, if the Accused states that she understands and agrees with the charges, the hearing does not continue. The Accused, Susie, would be asked if she had anything further that she wanted the Judicial Committee to consider, and then the meeting would be adjourned for the committee to deliberate about possible sanctions for Susie. But since she stated she did not agree with the charges, the hearing continues. **TIME IN.**

Holding Our Sisters Accountable: Sample Judicial Hearing Script (continued)

Chairman: _____, will you ask Allie Accuser to come in? (*Call on a committee member.*)

Allie enters.

Allie, Susie has stated that she does not agree with the charges against her, so we will proceed with the hearing.

Authority for disciplinary hearing is derived from Article VII, Section I of the Bylaws of Zeta Tau Alpha. In accordance with the Guide to Chapter Officers, the chapter president appointed this Judicial Committee which is composed of five members who have not been previously involved in any manner in this disciplinary action. Mere knowledge of the matter involved does not preclude a member of the chapter from serving as a member of this Judicial Committee.

I would now ask each member of the Committee to identify herself and state for the record whether or not she has previously participated in any capacity in this disciplinary action against Susie. I will also ask the committee members if they know of any reason why they cannot render a fair and impartial decision in this matter.

Each person states her name and if she can render a fair and impartial decision.

Susie and Allie, do you know of any reason why any committee member cannot render a fair and impartial decision in this matter?

Susie: No.

Allie: No.

Facilitator: TIME OUT – If either Susie or Allie had objected to a committee member being able to make a fair decision, the committee member could be replaced with an alternate member. Each year, a committee and set of alternates should be appointed by the president with the approval of EC and the Advisory Board. The committee is a chairman and four other members. The president and VP II serve as ex-officio members on the committee, which means they do not get a vote in the deliberation. An alumnae advisor must be present to ensure that the hearing is conducted according to the judicial procedures and that everyone is treated fairly.
TIME IN.

Chairman: The purpose of this hearing is to permit Susie to be confronted with the evidence upon which Allie bases her charges, to cross-examine those who offer evidence against her and to offer evidence in her own behalf. The ultimate function of this committee is to provide a full and fair hearing and to develop a complete record upon which this committee can base its decision.

Zeta Tau Alpha disciplinary hearings do not have to be conducted strictly according to the rules of evidence. Any relevant matter upon which reasonable persons customarily rely in the conduct of serious affairs will be admitted. To insure an orderly and complete presentation of the evidence, this hearing will be conducted in the following manner:

1. A formal record of the hearing will be made and will consist of both statements of the parties and witnesses and documentary evidence, if any. The hearing will be taped to assist the secretary in the preparation of the minutes.
2. Only one party or witness will testify at a time.

Holding Our Sisters Accountable: Sample Judicial Hearing Script (continued)

For the purposes of this hearing, the following sequence of presentations will be made:

3. Allie and her witnesses, if any, will make a full and factual presentation of her evidence.
4. Susie and then the committee members may cross-examine Allie and any of her witnesses as they are presented and, if necessary, Allie may then again question the witnesses.
5. Susie and her witnesses, if any, will make a full and factual presentation of her evidence.
6. Allie and the committee members may cross-examine Susie and any of her witnesses as they are presented and, if necessary, Susie may then again question any of the witnesses.
7. If Susie does not testify in her own behalf, she may be called and examined by Allie or the committee members.
8. If in the discretion of the Judicial Committee, additional evidence is necessary to make a decision, both Allie and Susie shall be notified and shall have an opportunity to be present when such evidence is presented.
9. The parties, if they so desire, may make a short closing statement. These statements may address the evidence presented, the seriousness of the charges and the impact of the Fraternity and its members, and suggested action by the Judicial Committee. At the conclusion of the presentation of evidence, the hearing shall be closed, and all persons except the Judicial Committee (including ex-officio members and the advisor) will be excused. The committee shall then meet to deliberate. Upon conclusion of these deliberations, the hearing shall be finally adjourned. Written notice of the Judicial Committee's decision will be delivered to Susie.

The final determination of the Judicial Committee may then be subject to review as provided in the *Constitution and Bylaws of Zeta Tau Alpha*.

Facilitator: TIME OUT – I know that may have sounded confusing, so let's boil it down to make it easier to understand. That nine-step process from the judicial script basically states that:

- The hearing is recorded and the secretary takes notes.
- The accuser presents her evidence, calls witnesses and that the accused and the committee can ask questions.
- Then the accused does the same thing.
- At the end, the accused and accusers present closing statements
- The committee closes the hearing and deliberates.
- Their decision is put in writing and delivered to the accused.

TIME IN.

Chairman: Do you understand the procedure?

Susie and Allie: Yes.

Chairman: Are you ready to proceed?

Susie: Yes.

Allie: Yes.

Holding Our Sisters Accountable: Sample Judicial Hearing Script (continued)

Chairman: Allie, please present your evidence.

Facilitator: Here's where Allie would make her opening statement and present her side.

Chairman: Susie, do you have any questions for Allie?

Facilitator: TIME OUT – Susie and the Committee would then ask Allie questions.

What questions do you think would be important to ask Allie about this incident? *Take feedback from the group.*

Remember when we discussed about how this judicial procedure was rooted in our values and sisterhood. The questions the Judicial Committee asks Allie and Susie really lend to that conversation about sisterhood.

What questions would help to gain Allie's point of view about how Susie's actions impacted others or represented ZTA?

Reiterate that the committee is seeking the facts of what occurred, as well as why she feels it was detrimental to the chapter. **TIME IN.**

Chairman: Allie, do you have anything further you wish to state?

Facilitator: Allie would have the chance to make a summary statement.

Chairman: Allie, do you have any witnesses you wish to call?

Allie: I want to call _____ as a witness.

Facilitator: Allie would then ask her witness questions about the incident. Then Susie and the Committee would have a chance to ask questions. Allie would then ask summarizing questions.

Chairman: Allie, do you have any other witnesses?

Allie: No.

Chairman: Susie, please present your evidence.

Facilitator: Here's where Susie would make her opening statement and present her side.

Chairman: Allie, do you have any questions for Susie?

Facilitator: TIME OUT – Allie and the Committee now ask Susie questions.

What questions do you think would be important to ask Susie about this incident? *Take feedback from the group.*

What questions would help to gain Susie's point of view about how her actions impacted others or represented ZTA? Or how to prevent such behavior in the future?

Reiterate that the committee is seeking the facts of what occurred, as well as Susie's attitude about her actions and preventing them in the future. This is also a great time to ask Susie what sanction might provide a positive resolution for both her and the chapter. **TIME IN.**

Holding Our Sisters Accountable: Sample Judicial Hearing Script (continued)

Chairman: Susie, do you have anything further you wish to state?

Facilitator: Susie would have the chance to make a summary statement.

Chairman: Susie, do you have any witnesses you wish to call?

Susie: I want to call _____ as a witness.

Facilitator: Susie would then ask her witness questions about the incident. Then Allie and the Committee would have a chance to ask questions. Susie would then ask summarizing questions.

Chairman: Susie, do you have any other witnesses?

Susie: No.

Chairman: Committee members, do you wish to recall any witnesses or call any additional witnesses?

Committee: No

Chairman: Allie, do you wish to present a summary statement?

Facilitator: This is Allie's chance to present a closing statement. This often includes how she thinks Susie should be sanctioned.

Chairman: Thank you, Allie. Susie, do you wish to present a summary statement.

Facilitator: Now Susie has her chance to present a closing statement. This often includes her feelings about her behavior and/or what she thinks would be a positive resolution or sanction.

Chairman: Thank you. This hearing is now closed. Allie and Susie you are excused. The Judicial Committee will meet to deliberate. The ex-officio members of the Judicial Committee and the advisor may participate in the discussion, however they will not vote on the action to be taken. You will be notified of our decision at a later date. Please remember that this hearing is confidential and should not be discussed with others.

Committee members discuss the evidence presented and reach a decision.

Legal Aspects of Alcohol: Case Study #1

Amy and Katie, who have been chapter members for three years, decide they want to have a party at their off campus apartment on a Friday night. The party is not announced during Wednesday night's chapter meeting. However, as soon as chapter meeting was adjourned but before everyone left, Amy announced to everyone in attendance, "Katie and I are having a keg party at our apartment this Friday night. Tell your friends. I hope you can come. If you plan on coming, pay me \$5 on your way out tonight that will go toward buying the kegs." After this announcement, the chapter president, emphasized, "This is not an official function."

Name each violation of the law, university policy or organization policy that relates to this event.

Legal Aspects of Alcohol: Case Study #2

Amy is Laura's Big Sister in the sorority. They have a party Thursday night with Lambda Lambda Lambda, considered by most (if not all) to be the best fraternity on campus. At dinner earlier that week, Amy announces the following to the chapter members: "Hey everyone, big sis/little sis night will be at my house before the party with Tri-Lamb. Each big sister is in charge of the little sister's drinks. All you new members, we have your drinks, and your big sister will pick you up at the dorm, take you to my house, and then you will be dropped off at the fraternity house. Drink as much as you want. We'll take care of you." A new member has too much to drink, her BAC is .18, and she later injures herself while driving home alone.

Name each violation of the law, university policy or organization policy that relates to this event.

Legal Aspects of Alcohol: Case Study #3

Our sorority is having a party with the Beta Epsilon Rho fraternity on Thursday night. To prevent the sisters from driving drunk and to meet Panhellenic standards, Amy, the social chair, asks for BER members to come to the house to pick up the sisters. The fraternity and sorority each have identified five members who will serve as designated drivers. The five sorority designated drivers, however, all decide to drink.

If an intoxicated sister needs a ride home, what should she do?

Who Is Watching Out for You?: The Sam Spady Story

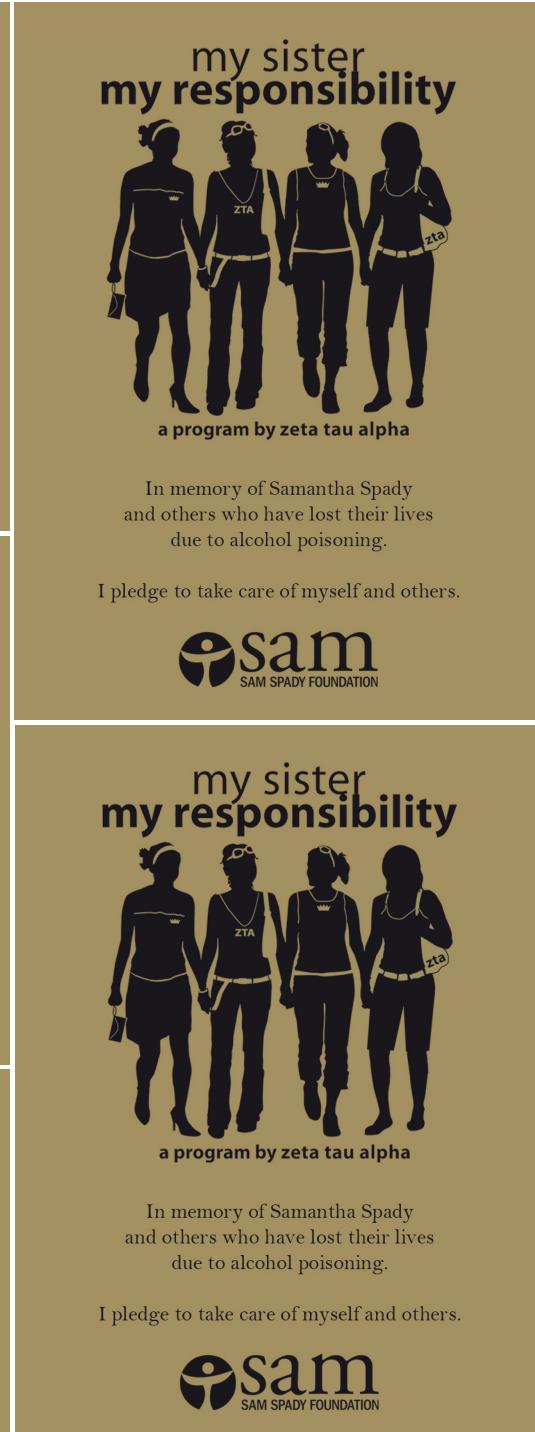
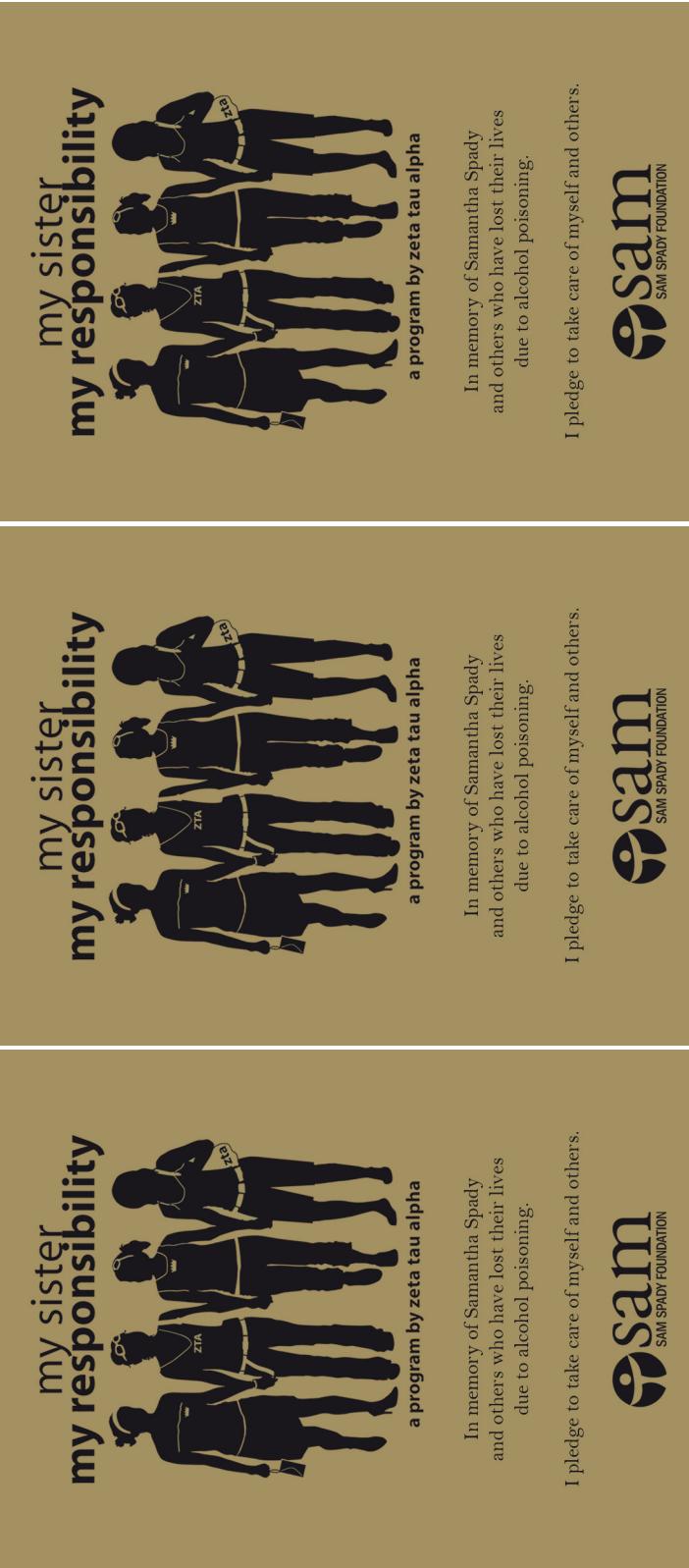
Samantha Spady



my sister my responsibility

Copyable GOLD Cards for "Who Is Watching Out for You?" Activity

For the interactive activity in this workshop, the number of **GREY** and **GOLD** cards can be increased/decreased to meet the needs of the group size. If you need to increase the number of **GOLD** cards, copy this page in color and cut along the white lines to make additional cards. The exercise has significant impact if every participant is given a card.



Copyable GREY Cards for "Who Is Watching Out for You?" Activity

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