

my sister
my responsibility



a program by zeta tau alpha
preventing and confronting hazing

Confronting Informal Hazing

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Learning Objectives:



1. To understand that informal hazing requires confrontation
2. To understand that hazing can be an individual act as well as a group activity
3. To understand that individual confrontation can be vital to the success of an organization
4. To feel prepared for confronting hazing activity, as well as the possible response when confronting a sister

Technical Requirements:

None

Handouts:



What is Hazing? (in the Resources section)
Case Study

Time Needed:

45 minutes

Group Size:

Any group of 12 or more

Physical Setting:

Any facility where the group can sit comfortably facing the facilitator

Room Setup:

Use a room without fixed furniture with an open space in front. It is best to have a room where small groups can work independently during the first half of the activity.

Preparation:

Look up the university and state hazing policies and add them to the What is Hazing? handout in the Resources section to create a handout that includes all three. Be sure to review these in advance to gain a clear understanding of each and any differences between them.

Resources:

Based on "Confronting the Idiot in Your Chapter" by T.J. Sullivan, www.campuspeak.com

INTRODUCTION (5 minutes)

The facilitator(s) should introduce himself/herself, welcome and thank everyone for attending the session.

Desired Outcomes



The activity and discussion we have today will help us to understand more about how to confront hazing as individual members. This workshop should help us feel more prepared for these conversations and the possible responses we might receive.

Sometimes, hazing isn't a group activity. Sometimes, a sister individually decides to interact with new members in an inappropriate way. When this happens, the chapter might decide to confront her formally through judicial procedures. But, constructive individual confrontation can also be very effective in helping a sister see the error of her ways.



The first thing we're going to do is read a case study together. This case study will be the basis of today's activity.

CASE STUDY (10 minutes)



Note to the Facilitator:

- Distribute Case Study handout and ask a younger member to stand and read it aloud.
- Divide participants into six small groups with at least two people in each. Groups do not have to be exactly even. One easy way to divide the group is by birth months.
- Allow each group to spend 10 minutes talking out its situation. Make sure each group designates "actors" to do the role play. They should be practicing their scenario and coming up with ideas that would make it realistic.
- At the end of the 10 minutes, get the groups' attention. One by one, have the groups act out or present their role plays. Let them take it in any direction they like. If they want to be funny, that's fine.



One of the most important things in doing a caring confrontation is to mentally prepare for any possible reaction the sister being confronted might have. You never know exactly how a particular woman is going to respond when you sit her down to voice your concern. One of the best things you can do in a confrontational situation is to avoid an emotional response to the person you are confronting.

Each small group is going to discuss one particular way that a sister might respond. You'll have

In preparation:

- Look up the university and state hazing policies. Put them on the What is Hazing? handout for participants to keep.
- State hazing policies can be found on www.stophazing.org.
- Do not print/read the entire law – summarize it to create a more clear understanding.

10 minutes to discuss the possibilities. Then, each group is going to act out a one-minute role play to provide some group feedback in a brief presentation. Choose two “actors” or presenters. One woman in each group will play the role of Anna and will respond according to your assignment. The other woman will attempt to continue the conversation in a constructive and caring way, keeping the topic focused and the emotional reaction to a minimum.

In your role play or presentation to the group, you want to demonstrate the very best way to respond to the emotion that Anna is demonstrating. Get as creative as you like, but try to make it as realistic as possible. Your challenge is to convey your thoughts to her in spite of her reaction.

Group 1: In your role play, Anna is going to adamantly and passionately defend hazing as the very best way to bring new sisters into the chapter.

Group 2: In your role play, Anna is going to try to downplay the whole incident as “no big deal” and get a little annoyed that you’re making a big deal about it.

Group 3: In your situation, Anna is going to cry and apologize. She wants to enlist your sympathy because she knows she did something wrong. She is getting very emotional because she knows she’s in trouble.

Group 4: In your situation, Anna launches personal attacks against you. She tries to divert attention from the situation by suggesting that you are a worse sister than she is and that you have no right to be confronting her.

Group 5: In your situation, Anna changes the subject and uses this situation to complain about the lack of sisterhood in the chapter. She tries to justify her actions as a reaction to problems in the chapter.

Group 6: In your situation, Anna reveals some personal problems she is having and uses this as an excuse for her behavior.



ROLE PLAYING (15 minutes)



- How realistic was this situation? Do you think a sister might ever respond to a confrontation this way?
- How hard would it be, in real life, to confront a sister who responds like this?
- How would you suggest responding to Anna in this scenario? How would you respond to the excuses or to the emotions she puts out there?
- How hard would it be to respond to Anna when she starts attacking you personally?
- Is it OK to get emotional when you are confronting someone? Why or why not? Can you still have a constructive confrontation if you get emotional while doing it?
- How do you strike a balance between controlling the emotions of a confrontational situation and coming off as cold and uncaring?

Note to the Facilitator:

- After each role play, ask one or two of the provided questions to help process each role play.

PROCESSING (10 minutes)



- Which of these scenarios seemed most realistic to you?
- What kind of reaction do you think would be the hardest to deal with? Which would be the easiest? Why?
- Do you think fear of a sister's reaction prevents us from initiating important confrontation discussions?
- Why is it important for sisters to initiate these kind of discussions when they see something questionable happening?

CLOSING (5 minutes)



Note to the Facilitator:

- Distribute the What is Hazing? handout. This is to provide a reminder of the policies of the organization, university and state.

There are many elements to a good confrontation. You need to think about the best environment in which to do it. You need to think about some positive outcomes you would like to see. You need to think about what a sister stands to lose if she doesn't change the negative behavior.

Today, we've talked about being prepared for any possible response. This is important because you need to enter a confrontational situation prepared for any emotion, attack or excuse that might be given. It's extremely important that when you commit to having a caring confrontational situation with a sister that you follow through, stand your ground and say what you came to say.

Confronting Informal Hazing: Case Study

Anna is a relatively new member of your chapter. In recent weeks, she has been suggesting that your chapter needs to make it a bit more challenging for a woman to be an initiated sister. You have the feeling that she would like to see your new member education mirror some of those chapters on campus that sometimes cross the lines into hazing.

Anna lives with two other chapter sisters off campus in an apartment. Last night, Anna and her roommates rounded up three new members who were then taken back to Anna's apartment and told to clean the place top to bottom. Anna and her roommates had been sure to let the place get pretty dirty in the week prior, so there was a lot of work to do.

When another sister questioned what Anna had done, she said that the new members volunteered to help her clean and that whole thing was a way for the initiated sisters to get to know these three new members. Anna thinks the chapter should do more things like this to make the new members appreciate the benefits of sisterhood.

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Group 2: In your role play, Anna is going to try to downplay the whole incident as "no big deal" and get a little annoyed that you're making a big deal about it.

Group 3: In your situation, Anna is going to cry and apologize. She wants to enlist your sympathy because she knows she did something wrong. She is getting very emotional because she knows she's in trouble.

Group 4: In your situation, Anna launches personal attacks against you. She tries to divert attention from the situation by suggesting that you are a worse sister than she is and that you have no right to be confronting her.

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