

CONFRONTING INFORMAL HAZING

Preventing and Confronting Hazing; My Sister, My Responsibility®

Developed by T.J. Sullivan, Partner and Vice President of Sales, ForCollegeForLife

TIME | 45 minutes

Objectives:

- Understand that informal hazing requires confrontation.
- Understand that hazing can be an individual act as well as a group activity.
- Understand that individual confrontation can be vital to the success of an organization.
- Feel prepared to confront hazing activity as well as the possible response when confronting a sister.

Group size:

- Any group of 12 or more people is suitable for this workshop.

Setup:

- Choose a space where the group can sit and face the facilitator comfortably.
- Use a room without fixed furniture and 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.
- You will play a PowerPoint presentation during the lesson, so you'll need to connect a laptop to a projector and screen.

Preparation:

- Look up the university and state hazing policies and add them to the PowerPoint.
- Find state hazing policies at www.stophazing.org.
- Be sure to review these policies in advance to gain a clear understanding of each set and any differences between them.

Materials needed:

- Projector and screen
- PowerPoint
- For each participant: "What is Hazing?" handout
- For each group: "Case Study" handout and one scenario from "Case Study Scenarios" handout

Resources:

- "Confronting the Idiot in Your Chapter" by T.J. Sullivan
- www.campuspeak.com

INTRODUCTION | 5 minutes

The facilitator should introduce him/herself, welcome participants and thank everyone for attending the session.

Share:

The activity and discussion we have today will help you understand more about how to confront hazing as individual members. This workshop should help you feel more prepared for these conversations and the possible responses you 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 is the basis of today's activity.

CASE STUDY | 15 minutes

FACILITATOR TIP

- Distribute the top half of the *Confronting Informal Hazing: 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.

Share:

One of the most important things in engaging in a caring confrontation is to mentally prepare for any possible reaction the sister being confronted might have. You never know exactly how a 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 avoid an emotional response to the person you are confronting.

Each small group will discuss one way that a sister might respond. You'll have five minutes to discuss the possibilities. Then, each group will act out a one-minute scene to generate some group feedback. 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 presentation to the group, you want to demonstrate the very best way to respond to the emotion that Anna is displaying. You can be as creative as you like, but you should try to make it as realistic as

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Confronting Informal Hazing

- This workshop will help you understand more about how to confront hazing as individual members and feel more prepared for these conversations with possible responses you might receive.



Confronting Informal Hazing

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- 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.

Confronting Informal Hazing

- One of the most important things in engaging in a caring confrontation is to mentally prepare for any possible reaction the sister being confronted might have.
 - One of the best things you can do in a confrontational situation is avoid an emotional response to the person you are confronting.

Let's practice!

possible. Your challenge is to convey your thoughts to her with care, regardless of her reaction.

- **Group 1:** In your situation, Anna says that she was hazed and thinks she's a better member because of it. If she went through it, so should everyone.
- **Group 2:** In your situation, Anna downplays the whole incident as "part of the fraternity/sorority life experience" and says that it's just what happens when you join a sorority or fraternity.
- **Group 3:** In your situation, Anna apologizes profusely and starts to cry. She says that she knows what she did was wrong. She knows she's in trouble, and she hopes that you won't hold it against her in the future.
- **Group 4:** In your situation, Anna gets angry. She says you're singling her out even though she's not the only one who participates in the hazing behavior. She claims it's because you don't like her personally.
- **Group 5:** In your situation, Anna attempts to place blame on her friends. She says that she was peer pressured into hazing because her friends are doing it and that she never would've participated in hazing behavior on her own.
- **Group 6:** In your situation, Anna says that hazing helps weed out members who aren't committed to your organization. She questions how your organization is supposed to cultivate a sense of pride without it and questions your sense of loyalty to the organization since you don't condone hazing.

FACILITATOR TIP

- *Allow each group to spend five 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 five minutes, get everyone's attention. One by one, have the groups act out or present their scenarios. Let them take it in any direction they like. If they want to be funny, that's fine.*
- *After each scene, ask one or two of the provided questions to help process each role play.*

DISCUSSION | 10 minutes

Ask:

- How realistic is this situation to you?
- Have you had to confront a sister like in this scenario? How did you do that? If not, how would you confront her?
- In what ways can you suggest responding to Anna in this situation?

Case Study

- Each small group is going to discuss one way that a sister might respond.
- Then, each group is going to act out a one-minute scene to generate some group feedback. 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 presentation to the group, you want to demonstrate the very best way to respond to the emotion that Anna is displaying.
- You can be as creative as you like, but you should try to make it as realistic as possible.
- Your challenge is to convey your thoughts to her with care, regardless of her reaction.

PROVIDING AND CONSTRUCTIVE FEEDBACK

USE THE ALICE MY SISTER MY RESPONSIBILITY



Discussion

- How realistic is this situation to you?
- Have you had to confront a sister like in this scenario? How did you do that? If not, how would you confront her?
- In what ways can you suggest responding to Anna in this situation?
- How do you respond to the excuses or emotions Anna has toward you in this scenario?
- How would you express your care and concerns for Anna's actions in this situation?
- Is it okay to get emotional when you are confronting someone? Why or why not?
- How would you balance your emotions when confronting Anna? (For example, when she personally attacks you, how do you set that aside to constructively respond, keeping a positive outcome in mind?)

PROVIDING AND CONSTRUCTIVE FEEDBACK

USE THE ALICE MY SISTER MY RESPONSIBILITY



- How do you respond to the excuses or emotions Anna has toward you in this scenario?
- How would you express your care and concern or Anna's action in this situation?
- Is it okay to get emotional when you are confronting someone? Why or why not?
- How would you balance your emotions when confronting Anna? (For example, when she personally attacks you, how do you set that aside to constructively respond, keeping a positive outcome in mind?)

PROCESSING | 10 minutes

Ask:

- What kind of reaction do you think would be the hardest to deal with?
- Which would be the easiest reaction to address? 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 kinds of discussions when they see something questionable happening?

Processing

- What kind of reaction do you think would be the hardest to deal with?
- Which would be the easiest reaction to address? 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 kinds of discussions when they see something questionable happening?

WRAP UP | 5 minutes

Share:

There are many elements to a healthy 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 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 when you commit to having a caring confrontation with a sister that you follow through, stand your ground and say what you came to say.

Elements to a Good Confrontation

- Think about the best environment in which to do it.
- Think about positive outcomes you would like to see.
- Think about what a sister stands to lose if she doesn't change the negative behavior.

Wrap Up

- Be prepared for any possible response when having these tough conversations.
- Follow through.
- Stand your ground.
- Say what you came to say.

WHAT IS HAZING?

ZTA HAZING POLICY

No chapter (new or installed) or member (collegian or alumna) shall conduct, participate in or condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as: “Any action taken or situation created either intentionally or unintentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule.”

Zeta Tau Alpha does not condone any form of hazing by any member, new member or alumnae member. Such activities conflict with the Fraternity’s ideals and traditions and project a negative image of the organization. ZTA collegiate chapters must develop new member programs that reflect the true meaning and high standards of sisterhood. These programs must not demean, embarrass or endanger members or new members.

Scavenger Hunts: No chapter may coordinate or participate in a scavenger hunt or similar activity (i.e., treasure hunt, photo quest, etc.). If a chapter’s host institution or a university organization sponsors a scavenger hunt as part of a recognized program, the chapter must contact the Vice President Collegiate or Extension Director through International Office to discuss a possible policy waiver.

STATE HAZING POLICY

(Find each state’s policy on www.stophazing.org.)

UNIVERSITY HAZING POLICY

(Search your university website or ask your fraternity/sorority advisor what your university’s policy states.)

WHO CAN YOU TALK TO?

If you have lingering questions after a *My Sister, My Responsibility* workshop, want further information about hazing or need to talk about something happening in your chapter or on your campus:

1. Contact your New Member Advisor, General Advisor or Collegiate National Officer.
2. You can call International Office at (317) 872-0540 if you are not comfortable discussing the issue with women who work with your chapter.
3. If you are uncomfortable speaking to a Zeta about the activity, you may call the Greek Hazing Hotline at 1-888-NOT-HAZE (888-668-4293).

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.

CASE STUDY SCENARIOS

GROUP 1

In your situation, Anna says that she was hazed and thinks she's a better member because of it. If she went through it, so should everyone.

GROUP 2

In your situation, Anna downplays the whole incident as "part of the fraternity/sorority life experience" and says that it's just what happens when you join a sorority or fraternity.

GROUP 3

In your situation, Anna apologizes profusely and starts to cry. She says that she knows what she did was wrong. She knows she's in trouble, and she hopes that you won't hold it against her in the future.

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In your situation, Anna gets angry. She says you're singling her out even though she's not the only one who participates in the hazing behavior. She claims it's because you don't like her personally.

GROUP 5

In your situation, Anna attempts to place blame on her friends. She says that she was peer pressured into hazing because her friends are doing it and that she never would've participated in hazing behavior on her own.

GROUP 6

In your situation, Anna says that hazing helps weed out members who aren't committed to your organization. She questions how your organization is supposed to cultivate a sense of pride without it and questions your sense of loyalty to the organization since you don't condone hazing.
