

# SAME TEAM MENTALITY

## *Preventing and Confronting Hazing; My Sister, My Responsibility®*

**TIME** | 40 minutes

### **Objectives:**

- Understand the importance of accountability in fraternity/sorority life.
- Recognize when to intervene in certain situations.
- Become aware of your organization's resources on and off campus.

### **Group size:**

- Any group size is suitable for this workshop.

### **Setup:**

- Choose a room that offers a lot of open space for small groups to be able to spread out and remain undistracted by others. Members will need to have the ability to either sit and gather on the floor or move chairs around into small groups.
- You will play a PowerPoint presentation during the lesson, so you'll need to connect a laptop to a projector and screen.

### **Preparation:**

- Insert the video into the PowerPoint by following the instructions on the slide.
- Look up the university and state hazing policies and add them to the PowerPoint.
- Find state hazing policies at [www.stophazing.org](http://www.stophazing.org).
- Be sure to review these in advance to gain a clear understanding of each set and any differences between them. Also add the following to a resources document for each chapter member:
  - » University security number and/or police number
  - » Counseling center number
  - » Campus services

### **Materials needed:**

- Projector and screen
- PowerPoint
- [Hazing Prevention from Parents for Collegians video](#)
- For each participant: "What is Hazing?" handout
- For each group: One scenario with discussion questions

## INTRODUCTION | 5 minutes

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

### Share:

- The activity and discussion we have today will help you determine what role you play in the fraternity/sorority community and how you should handle situations that affect the community as a whole.
- Sororities and fraternities have a negative stigma that students join fraternity/sorority life just to party and drink excessive amounts of alcohol. In addition, news stories tend to highlight the negative aspects of fraternity/sorority life, like incidents that involve hazing, extreme alcohol consumption or unbrotherly/sisterly conduct instead of the positives.
- Unfortunately, it is the reality that an injury or loss of life may occur in the fraternity/sorority community, and it is our job to be prepared to take action to prevent these situations and stand together as a community to protect each other.
- At the end of the day, you are responsible for our own actions and holding each other accountable. So how do you do that? How do you lend a hand to another organization within our community? This goes deeper than participating in another organization's philanthropy event or studying with classmates in another sorority or fraternity.
- When you witness an issue in another organization, are you offering your help? When you see something you know is wrong, are you intervening? Or are you turning your back and thinking you are better than they are? How do you come together as a community and offer resources for someone to get help?

## ACTIVITY | 20 minutes

### Share instructions:

- Let's divide into three groups.
- Each group will get a scenario with discussion questions.
- Take about five to six minutes to read the scenario and discuss the questions together.
- Then one person from each group will read their scenario and share a summary of what you discussed.

### Scenario One

Your sorority will team up with Beta Delta Fraternity for homecoming this year. On Friday night, Beta Delta invites everyone over to their fraternity house to get to know each other. In just a few short weeks, you will all have to perform a homecoming dance competition against other paired up organizations.

### Same Team Mentality

#### Objectives

- Understand the importance of accountability in fraternity and sorority life.
- Recognize when to intervene in certain situations.
- Become aware of your organization's resources on and off campus.

#### The Facts

- The activity and discussion we have today will help us to determine what role we play in the fraternity/sorority community and how we should handle situations that affect the community as a whole.
- Sororities and fraternities have this negative stigma that students join fraternity/sorority life just to party and drink excessive amounts of alcohol.
- News stories tend to highlight the negative aspects of fraternity/sorority life, like incidents that involve hazing, extreme alcohol consumption or unbrotherly/sisterly conduct, instead of the positives.

#### Stigma of Fraternity/ Sorority Life

- Unfortunately, it is the reality that an injury or loss of life may occur in the fraternity/sorority community, and it is our job to be prepared to take action to prevent these situations and stand together as a community to protect each other.
- At the end of the day, we are responsible for our own actions and holding each other accountable.



#### Same Team Mentality

- How do you lend a hand to another organization within the community?
- When you witness an issue in another organization, are you offering help?
- When you see something you know is wrong, are you intervening? Or are you turning your back and thinking you are better than them?
- How do you come together as a community and offer resources for someone to get help?

#### Activity

- Let's divide into three groups.
- Each group will get a scenario with discussion questions.
- Take about five to six minutes to read the scenario and discuss the questions together.
- Then one person from each group will read their scenario and share a summary of what you discussed.

Everyone is having a great time getting to know one another and you get paired with Jeremy, who is a newer member to Beta Delta. This is his first homecoming dance competition. Jeremy was first in his class in high school, got into the same college his dad went to and wants to be President of Beta Delta just like his dad was. His life is going as he planned.

Every week, your chapter members go over to the fraternity house to practice the routine that you will be using for the competition. You go stand next to Jeremy like you always do before practice and start small talk. You ask him how he is doing. You notice that this week, Jeremy looks tired and has a hard time focusing. He keeps staring at the ground and is not paying attention to the dance moves or showing any interest in you, when he is normally outgoing. You ask him if he is okay and he says he's "fine, just busy."

It is the night before the homecoming dance competition, and everyone gets together to practice one more time. Jeremy looks agitated and is pacing around the room. When you try to talk to him, he speaks rapidly and says he doesn't feel right. He says he feels disconnected from himself. It's hard to get him to focus; he seems confused—almost as if he's not sure where he is.

### Discuss:

- How realistic is this situation?
- Would you feel comfortable confronting this situation? Why or why not?
- Do you know how to report this situation?
- What are some of the warning signs of poor mental health that you noticed in this scenario?
- Can you provide resources where Jeremy can get help?
- Do you know what resources are available on your campus to support Jeremy?

#### Scenario One Discussion

- How realistic is this situation?
- Would you feel comfortable confronting this situation? Why or why not?
- Do you know how to report this situation?
- What are some of the warning signs of poor mental health that you noticed in this scenario?
- Can you provide resources where Jeremy can get help?
- Do you know what resources are available on your campus to support Jeremy?

### Scenario Two

It is Big/Little reveal night at the chapter house, and everyone is excited to find out who their Big Sisters are! You do the Big Sister reveal to see who each Big/Little pairing is, and then everyone gathers for a group photo.

After the group photo, an older member makes an announcement that Beta Delta, a fraternity down the street, is having a party with their Little Brothers tonight and invited all of you to come. Your chapter walks over together to the Beta Delta house where everyone is drinking jungle juice and having a good time.

Halfway through the night, an older member of Beta Delta brings down their Little Brothers wearing blindfolds and has them stand in the middle of the party. All together they start singing a song, and the Big Brothers throw beer at them.

### Discuss:

- How realistic is this situation?
- Would you feel comfortable confronting this situation? Why or why not?
- Do you know how to report this situation?
- Can you provide resources where these members can get help?
- Do you know what resources are available on your campus to support these members?

### Scenario Three

The University of Midwestern's fraternity/sorority life has been getting into a lot of trouble due to a large number of parties getting out of control, providing alcohol to minors, drinking in public and noise ordinances.

While at one of your chapter's philanthropy events, you see a sister is stumbling and slurring her words. You ask her if she is intoxicated, and she says that she and a few fraternity men went to the local bar to pre-game, despite the fact that the event was supposed to be dry. You are shocked that anyone would show up to a philanthropy event drunk, especially when there are alumnae there. You are afraid to say anything because you do not want to get the fraternity men in trouble and potentially cause trouble with the university.

### Discuss:

- How realistic is this situation?
- Would you feel comfortable confronting this situation? Why or why not?
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## WRAP UP | 15 minutes

Pass out and review the "What is Hazing?" handout, making sure every member highlights or takes note of the "Who Can You Talk To?" section.

### Share:

- Although we may wear different letters, we are all on the same team. We are all fraternity and sorority members with the same goals in mind: to gain experiences, to find our place and to build lifelong connections.
- Let's watch a video about hazing from a parent's perspective.

Play the video.

#### Scenario Two Discussion

- How realistic is this situation?
- Would you feel comfortable confronting this situation? Why or why not?
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PREVENTING AND CONFRONTING HAZING

LET'S TAKE CARE OF EACH OTHER. WE BELIEVE IN RESPONSIBILITY.



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PREVENTING AND CONFRONTING HAZING

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 Play video in PowerPoint.

### Discuss:

- What did you think of the video?
- How does the video apply to ensuring hazing does not happen in ZTA or another organization?
- How can we commit to speaking up when we see a situation that seems off?

### Share:

- As members of the campus community, we are responsible for the actions of others in our presence. It's important to say something if you see something.
- It is your responsibility to intervene when you think something is wrong, to find strength and courage to speak up and head others when they are down.

#### Discuss

- What did you think of the video?
- How does the video apply to ensuring hazing does not happen in ZTA or another organization?
- How can we commit to speaking up when we see a situation that seems off?

PREVENTING AND RESPONDING TO HAZING

TAKE THE LEAD. BY ZETA. MY RESPONSIBILITY



No matter the letter, we stand together.

PREVENTING AND RESPONDING TO HAZING

TAKE THE LEAD. BY ZETA. MY RESPONSIBILITY

# SCENARIO ONE

Your sorority will team with Beta Delta Fraternity for homecoming this year. On Friday night, Beta Delta invites everyone over to their fraternity house to get to know each other. In just a few short weeks, you will all have to perform a homecoming dance competition against other paired up organizations.

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# WHAT IS HAZING?

## ZTA HAZING POLICY

No chapter, colony, student 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 intentionally, whether on or off Fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous or not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law.”

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.

## STATE HAZING POLICY

*(Find each state’s policy on [www.stophazing.org](http://www.stophazing.org).)*

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## UNIVERSITY HAZING POLICY

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

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## 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 ZTA about the activity, you may call the Greek Hazing Hotline at 1-888-NOT-HAZE (888-668-4293).