

# WHY I AM A ZTA

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

Developed by Ann Goodman, Director of Greek Life at Texas A&M University

**TIME** | 55 minutes

### **Objectives:**

- Recognize the connections between organizational values and membership behaviors.
- Recognize why members join and what the organization means to them.
- Understand the definition of hazing and what activities constitute hazing.
- Learn more about the individual and chapter risks associated with hazing behaviors.
- Discover what members want to gain from their fraternity experience.

### **Group size:**

- This module is best facilitated with smaller groups of 10 to 15, such as Executive Committee officers, new members, or small groups of members of various classifications (freshmen, sophomores, juniors, seniors).

### **Setup:**

- Choose a space where the group can sit and face the facilitator comfortably. A classroom-style space is preferable.
- This module is designed to be done during or after a chapter meeting, new member meeting or as part of a chapter retreat.
- 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](http://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
- Flip chart and markers
- For the facilitator: "My Values Facilitator Chart" handout
- For each participant: "What is Hazing?," "Is it Hazing or Not?" and "My Values Member Chart" handouts

## INTRODUCTION | 5 minutes

The facilitator should introduce himself/herself, welcome participants and thank everyone for attending the session. Insert your “Why I Am a ZTA” story here.

### Share:

- Today, your task is to reflect and think about WHY you chose to join Zeta Tau Alpha and what it actually means to be a Zeta. To get your sisters thinking about these questions, you will do several exercises that require you to think about your personal values, your expectations of others and what you want others to observe in you and Zeta Tau Alpha. It is critical that we set several ground rules:
  - » Do your own work when asked.
  - » Be creative and think outside of the box.
  - » Be honest.
  - » Listen to others.
  - » Participate openly.

### FACILITATOR TIP

- On the flip chart paper, draw a chart similar to the one shown below and on the following page.
- Record responses on the charts.

## WHY I JOINED ZTA | 10 minutes

Why women join ZTA	
Best	Worst

### Share instructions:

- Let’s start by talking about why women join ZTA.
- Call out the **best** reasons **why** you/other women chose to join ZTA.
- Now call out the **worst** reasons **why** you/other women chose to join ZTA.

### Why I Am a ZTA

#### Why I Am a ZTA

- Insert your “Why I am a ZTA story.”
  - Why you chose to be a ZTA
  - What ZTA means to you

#### Objectives

- Recognize the connections between organizational values and membership behaviors.
- Recognize why members join and what the organization means to them.
- Understand what “hazing” means and what activities constitute hazing.
- Learn more about the individual the chapter risks associated with hazing behaviors.
- Discover what members want to gain from their fraternity experience.

#### Why I Am a ZTA

- Today, your task is to reflect and think about WHY you chose to join Zeta Tau Alpha and what it actually means to be a Zeta.
- You will do several exercises that will require you to think about your personal values, your expectations of others, and what you want others to observe in you and ZTA.
- Ground rules:
  - Do your own work when asked.
  - Be creative and think out of the box.
  - Be honest.
  - Listen to others.
  - Participate openly.

## ZETA ACTIVITIES THAT ROCK | 10 minutes

What you get out of ZTA	
Best	Worst

### Share instructions:

- Call out the **best** things members can get out of their ZTA experience.
- Call out the **worst** things members can get out of their ZTA experience.

*For each item on each list, ask the members to share reasons for placing that item on the list.*

### Share:

- These two exercises serve as great ways to identify how you can be more effective at planning, doing or talking about the positive or best things about being a Zeta or discovering what ZTA activities members like best.
- By reviewing all of the “best” answers, officers, new members and members alike can use the information in a variety of ways. Recruitment and membership officers can utilize the information in preparation for Recruitment. New members and members can now, without thinking, tell people what it is about being a Zeta that they like best or what it was that made ZTA different and why they chose to join ZTA.
- These are all great points to consider in motivating your membership, but let’s talk about some harder topics.

### Discuss:

- Why do you remain a member?
- Why do you go to the meetings?
- What do you hope to get out of this membership?
- What do you do when you don’t like the planned activities?

#### How We Can Use These Activities

- Recruitment and membership officers can utilize the information in preparation for Recruitment.
- New members and members can now, without thinking, tell people what it is about being a Zeta that they like best or what it was that made ZTA different and why they chose to join ZTA.

PRESENTING AND CONSIDERING VALUES

ZETA TAU ALPHA MY SISTER, MY RESPONSIBILITY



#### Discussion

- Why do you remain a member?
- Why do you go to the meetings?
- What do you hope to get out of this membership?
- What do you do when activities are planned that you don’t like?

PRESENTING AND CONSIDERING VALUES

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## FACILITATOR TIP

- Distribute the “Is It Hazing Or Not?” handout. Give participants five minutes to complete it individually.
- On the flip chart, draw a chart similar to the one shown below.
- Read aloud each question and ask the members to raise their hands if they answered “Yes” or if they answered “No” to the question. Count the responses and indicate the number of yeses and noes on the flip chart next to the corresponding example behavior. Continue around the group so that the group’s profile emerges.
- Return again to each question and ask the group to identify if the behavior is consistent with ZTA values. Again, count the responses and indicate the number of yeses and noes on the flip chart next to the corresponding example behavior. Continue around the group so that the group’s profile emerges.
- Distribute the “What is Hazing?” handout.

Is it hazing or not?		
Behavior	Yes	No

### Share instructions:

- Now that we have some idea of what people believe to be hazing or just inappropriate behavior, let’s consider the following questions:
  - » What is hazing?
  - » How does ZTA define it? How does your college/university define it?

### Review state and university hazing policies on the PowerPoint.

- » Why do members do things to hurt or make fun of other members? Is this productive?
- » Why do members who are hazed go along with the activity?
- » What are the risks associated with hazing-related behaviors? (*physical safety, chapter reputation, financial/personal liability*)
- » Would you intervene if one of your members was being asked to do something inappropriate?
- » Do you believe activities that promote illegal or hurtful behaviors build a strong organization?
- » What are examples of activities that promote chapter unity and sisterhood?

## What is Hazing?

PRESENTING AND CONDUCTING HAZING

IS IT HAZING OR NOT? BY HAZING BY RESPONSIBILITY

## ZTA’s Definition of Hazing

“any action 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 outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and 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.

PRESENTING AND CONDUCTING HAZING

IS IT HAZING OR NOT? BY HAZING BY RESPONSIBILITY

## State Hazing Policy

- Insert state hazing policy

PRESENTING AND CONDUCTING HAZING

IS IT HAZING OR NOT? BY HAZING BY RESPONSIBILITY

## University Hazing Policy

- Insert your University’s hazing policy

PRESENTING AND CONDUCTING HAZING

IS IT HAZING OR NOT? BY HAZING BY RESPONSIBILITY

## Is it Hazing or Not?

- Why do members do things to hurt or make fun of other members? Is it productive?
- Why do members who are hazed go along with the activity?
- What are the risks associated with hazing related behaviors?
- Would you intervene if one of your members was being asked to do something inappropriate?
- Do you believe that activities that promote illegal or hurtful behaviors build a strong organization?
- What are examples of activities that promote chapter unity and sisterhood?

PRESENTING AND CONDUCTING HAZING

IS IT HAZING OR NOT? BY HAZING BY RESPONSIBILITY

### FACILITATOR TIP

- Distribute the “My Values” handout. Give participants five minutes to complete it individually. They should individually rank their values from 1 to 9, with 1 being their most important value.
- On the flip chart, draw a chart similar to the one shown. Use the “My Values Facilitator Chart” handout to guide the discussion.
- Ask each member to share her number one value and place a check on the flip chart next to the corresponding value.
- Continue around the group so that the group’s profile emerges. Discuss similarities and differences among everyone.

My values		
Values	Mine	Chapter’s

### Discuss:

- Do your behaviors regularly correspond to your personal values and ZTA values?
- What do you do or what have you done to make your chapter better than when you joined?
- Are you doing all you can to represent ZTA to the best of your ability?
- How does this relate to hazing?

### WRAP UP | 5 minutes

### Discuss:

- Zeta Tau Alpha, like *[your university name]*, is a unique organization with a mission of its own and values and qualities that distinguish it from other sororities and student organizations.
- As a member of Zeta Tau Alpha, it is your responsibility to represent all that is good about ZTA **and** spread the good word about your chapter and all that it does to exemplify ZTA values.
- As a result of these four simple exercises, you should be able to share with **anyone**—“I am a Zeta because I stand for...”
  - » To finish, what are your personal values? Shout them out!
  - » What are ZTA’s values? Shout them out!
- Remember always that “the foundation precept of Zeta Tau Alpha was Love, the greatest of all things.”

### Personal and Chapter Values

- Do your behaviors regularly correspond to your personal values? ZTA values?
- What do you do, OR have you done, to make your sorority better than when you joined?
- Are you doing all you can to represent your sorority to the best of your ability?
- How does this relate to hazing?

PROVIDING AND CONTINUING HAZING

LET THE ALPHAS BE HEARD BY THEIR MY RESPONSIBILITY



### Why I Am a ZTA

As a member of Zeta Tau Alpha it is your responsibility to represent all that is good about ZTA **and** spread the good word about your chapter and all that it does to exemplify ZTA values.

PROVIDING AND CONTINUING HAZING

LET THE ALPHAS BE HEARD BY THEIR MY RESPONSIBILITY



### Wrap Up

- As a result of these four simple exercise, you should be able to share with **anyone**...
  - “I am a Zeta, because I stand for...”
- To finish, what are your personal values? Shout them out!
- What are Zeta’s values? Shout them out!

Remember always that “the foundation precept of Zeta Tau Alpha was Love, the greatest of all things.”

PROVIDING AND CONTINUING HAZING

LET THE ALPHAS BE HEARD BY THEIR MY RESPONSIBILITY



# MY VALUES FACILITATOR CHART

VALUE	MINE rank order: 1= high to 9 = low	CHAPTER RANKING	WHAT ZTA VALUE (from <i>The Creed</i> ) CORRESPONDS <i>Examples</i>
Lifelong Learning			Opportunity to learn
Leadership			To think in terms of all mankind
Responsibility			Steadfast, strong, and clean of heart and mind
Being Rather than Seeming			Being, rather than seeming
Service & Philanthropy			To prepare for service and learn the nobility of serving
Seeking Understanding that We Might Gain True Wisdom			To seek understanding that we might gain true wisdom
Humility			To be humble in success
Loyalty & Commitment			To have the welfare and harmony of the Fraternity at heart
Love			Love, “the greatest of all things.”

Use the above values found in *The Creed of Zeta Tau Alpha* to generate conversation regarding the values that they identify as being most important to them and those of ZTA. Discuss the realities of certain activities that require individuals to possibly compromise their individual values. Refer back to comments made during the discussion related to what is considered hazing behavior and what isn't.

# MY VALUES MEMBER CHART

VALUE	MINE rank order: <i>1= high to 9 = low</i>	CHAPTER RANKING	WHAT ZTA VALUE (from <i>The Creed</i> ) CORRESPONDS
Lifelong Learning			
Leadership			
Responsibility			
Being Rather than Seeming			
Service & Philanthropy			
Seeking Understanding that We Might Gain True Wisdom			
Humility			
Loyalty & Commitment			
Love			

# 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).



# IS IT HAZING OR NOT?

BEHAVIOR	Do you consider it hazing?	Is it consistent with ZTA values?
	Yes/No	Yes/No
You are a new member on a large campus, and each time you encounter an older member it is suggested that you stop and introduce yourself.		
As a chapter officer, you expect that the new members will kidnap you, tie you up, and drop you off at a fraternity house as part of a chapter tradition.		
All members must complete 50 hours of community service during the school year.		
Members of the intramural athletic team perform calisthenics at practice or before a game.		
While participating in a chapter activity, you lose your pin and are required to sing a song in front of the chapter to get it back.		
New members are encouraged to participate in a drinking game with upperclassmen that involves reciting historical information about the organization.		
Chapter leaders yell and berate new members in a lineup as a means of addressing poor performance before Recruitment.		
Chapter members participate in a semester-long scavenger hunt in order to find out information about academic success resources on campus.		
Members are required to sit by pin number in meetings with all legacies on the front row.		
Senior members from the house participate in a chapter holiday activity removing lawn ornaments from yards in another neighborhood as a part of a class holiday decorating contest.		
As a new member you are required to use the back door to enter the house.		
New members who are a part of a competitive dance team must perform calisthenics as part of their training.		
Officers require members to weigh in before Recruitment for placement purposes.		
New members are scheduled to meet for pledge tests and/or activities during the school week.		
Older members are tied up and rolled in the mud by new members.		
New members are required by leadership to drink something as a part of a new member activity.		
New members are required to introduce their dates to older members at all date-party functions.		
All members are required to attend Founders' Day activities.		
New members are required to set up and clean up equipment at chapter activities.		
Members who are involved in alcohol-related incidents at chapter activities are required to complete an alcohol awareness program on campus.		