

KAPPA KAPPA PSI

Developing Membership Education Activities

From Chapter to Chapter throughout the Nation, students are answering the call and standing for the preservation of the honor of Kappa Kappa Psi. This is the most worthwhile of projects, as hazing threatens the very existence of our organization. But desire alone is insufficient. To confront this issue, our Chapters must completely understand the hazing policy. We must also be capable of developing meaningful replacement activities when a problem is uncovered.

Here are some basic rules to consider when creating MEP activities:

- We are not superior. On average, the active brotherhood is probably 1 to 2 years older than the candidates. Nothing happens in those two years to make us magically more enlightened than the candidates, so don't act like it!
- We are honoring our peers in the band through the privilege of membership. Candidates should not be performing or be put on trial. Requirements need to be clearly communicated, and progress needs to be reviewed in a respectful manner.
- Do not overload candidates. The time commitments associated with membership candidacy should be equal to the time commitments associated with active membership.
- Stay accountable. The knowledge expected of membership candidates should be roughly equal to the knowledge expected of active members.

These rules only sound constricting when approaching our MEP's from an outdated point of view. The rest of this document is about shifting away from that limited perspective in order to see the endless opportunities available. **Keep in mind that this is not an all-encompassing document and all activities must follow the letter of our hazing policy as well.**

Wait... so what ISN'T hazing?

No fraternity official is suggesting that you "omit," "sterilize" or "cut" from your membership education process until your MEP is in compliance. In fact, by doing so you may be leaving the door open for future hazing activities. It is important to create new and meaningful traditions for your Chapter to take ownership in and be proud of!

If employed in a reasonable manner, none of the following activities are hazing:

- Requirements are not hazing!
 - Teaching is not hazing!
 - Memorization is not hazing!
 - Tests & Essays are not hazing!
 - Interviews are not hazing!
 - Encouraging candidates to meet other Chapters and obtain signatures is not hazing!
 - Discussion of fraternal history and information is not hazing!
 - "Campus Tours," which are frequently confused with "Scavenger Hunts," are not hazing!
 - Holding your candidates to the same standards that you hold your Brothers is not hazing!
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The Reverse Approach

Frequently, an activity that has a lot of virtue is rendered entirely inappropriate through poor execution. In these situations, try taking the activity and “turning it on its head.” Frequently this results in an activity that is not only acceptable, but has significantly more impact than the original.

Scenario #1: The Chapter wants their candidates to have the preamble memorized. To ensure that they have done so, they periodically call the candidates into a Chapter meeting and ask them to recite it to the Brotherhood. When sharing this “great idea” to their District Governor, they discover that this activity is called a “lineup.” The Chapter is shocked to discover that they were hazing, but they are also concerned because memorizing the preamble had practical value for their brothers!

Solution: The Chapter’s heart was probably in the right place, and hopefully they’ll have the preamble memorized themselves. In the future, they can circle up with the candidates at the beginning of their meetings and recite the preamble as a group. Instead of asking the candidates to perform, the brothers become the ones that put on the show. Not only will the candidates still memorize the preamble, they’ll have been overwhelmed by the Chapters commitment to the fraternity’s purposes.

Scenario #2: A Chapter has inherited a problematic tradition. The final night of their process, candidates are called upon one at a time to stand before the brotherhood. They are asked why they deserve to be in the fraternity and what they have to offer to the brotherhood. They are also asked to recite fraternal information as well as the humorous lyrics of a recently popular YouTube video that a brother had ordered them to memorize. After several years, the Chapter acknowledges that they all hated this event and know it to be hazing. However, they’re unsure of what to replace this with as a fitting end to the process.

Solution: Here, the Chapter was coerced by its older, graduated members into carrying on with a horrible tradition. This event worked directly against our brotherly ideals. Furthermore, the very notion that the Chapter wasn’t already aware of the candidates’ value on the final night was insulting and demeaning. Realizing this, the Chapter completely inversed the night’s activity – rather than call on the candidates to defend themselves in front of the brotherhood, the candidates were called together and the Chapter made that case on their behalf. Each candidate received such a glowing endorsement for initiation that they were moved to tears. The Chapter had to put a lot of time and energy into reflecting on each candidate’s assets, but they found this to be an invaluable experience in and of itself!

The Classroom Model

As students, there’s a lot we can learn from the environment in our college classrooms. Professors don’t generally put students down or try to get in their way, and when they do we understand this to be an abuse of their power. Likewise, professors don’t try to embarrass you in front of the class – if there’s a problem, it is addressed privately in their office. College courses also clearly communicate every expectation at the beginning of the term in a syllabus. There’s a variety of teaching methods and exercises in the classroom setting that are worthy of consideration in our membership education process. You may even consider asking an education major from your Chapter to discuss what they know about teaching techniques and the construction of teaching plans. Of course, not everything from class is appropriate for our MEP’s, but it’s worth taking a look at!

A Brief List of Sample Membership Education Activities

- Ask your candidates to run a Chapter meeting
- Ask your candidates to present an officer report on someone's behalf at a Chapter meeting
- Ask your candidates to research and present a continuing membership education workshop
- Ask your candidates to host a candidate workshop at a district event your Chapter is organizing
- Ask your candidates to organize a service project in which the Chapter will participate
- Ask your candidates to organize a fundraiser in which the Chapter will participate
- Ask your candidates to organize a community performance in which the Chapter will participate
- Learn fraternity and school songs as a Chapter with your candidates
- Encourage candidates to attend Chapter meetings
- Recite with your candidates any information they are memorizing at Chapter meetings
- When presenting the preamble, connect each purpose to your Chapter's recent activities
- Invite your candidates to go camping with the Chapter, place candidates within teams of brothers and use setting up the campsite as a brotherhood building activity
- Invite your candidates to attend the district's or another chapter's event.
- Encourage your candidates to attend an alumni event that the Chapter organizes.
- Organize a campus/band history tour for your candidates
- Require the candidate class to create some kind of decorative class object (paddle, flag, key, rock, etc.)
- Discuss completed rituals with your candidates shortly afterwards
- Require your candidates to interview some portion of the brotherhood, depending on Chapter size. Consider pairing the candidates with brothers whom they generally interact with less.
- Hold an active vs. prospective trivia game that tests fraternal knowledge from the membership teaching plan.
- Hold a "Quality Race" at a candidate meeting – have the candidates brainstorm different traits of an ideal brother and put them into a hat. Draw and read each idea, and the first candidate to tell a specific story about that trait gets to take a step forward. The first across the room "wins!"
- During a written test, let the VPM highlight a single important passage in one candidate manual. Encourage the candidates to get together at some point during the week to find and discuss the highlighted passage's significance, then hang out and socialize!
- Leading up to 3rd Degree, have the candidates brainstorm the meanings behind different parts of the crest and other fraternal regalia. Don't tell them if they're right or wrong. It helps makes 3rd a more profound experience because they'll be actively thinking from the start!

POLICY ON HAZING

No chapter, colony, student member, membership candidate or alumnus of Kappa Kappa Psi or Tau Beta Sigma shall conduct nor 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 that produces mental or physical harm, discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol, paddling in any form, line ups for the purpose of intimidation, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, unnecessary road trips, 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 or musical achievement; Kappa Kappa Psi/Tau Beta Sigma law, ritual or policy; or the regulations and policies of the educational institution, band program, or applicable state law."

The following list is not all inclusive but gives examples of the kinds of activities/actions that are strictly prohibited. Forcing, requiring or expecting prospective members or initiated members to participate in any of the following actions or activities is explicitly prohibited:

1. Expecting participation in any activity in which initiated members themselves will not participate.
2. Drinking alcohol or any other substance.
3. Using any drug, narcotic, or controlled substance.
4. Eating spoiled foods, raw onions, goldfish, or anything a reasonable person would not eat.
5. Dropping food or other substances (eggs, grapes, liver, etc.) into another person's mouth.
6. Tying a person to a chair, pole, anchor, tree, or any other object or to another person.
7. Causing fatigue through physical or psychological shock.
8. Branding.
9. Paddling of any nature.
10. Performing physical exercise (sit-ups, push-ups, runs, rolling up or down hills, crab walk, etc.) except in the case of organized sports and marching band activities.
11. Pushing, shoving, tackling, or any other physical abuse not associated with organized sports.
12. Throwing anything (whipped cream, garbage, water, paint, etc.) at a person or a group of people.
13. Exposing oneself indecently or appearing nude or in a way that is considered by a reasonable person to be offensive.
14. Verbally addressing prospective members in a demeaning manner.
15. Misleading prospective members in an effort to convince them that they will not be initiated or that they will be hurt during initiation.
16. Carrying any items (shields, paddles, bricks, etc.) that serve no constructive purpose or that are designed to punish or embarrass the carrier.
17. Waking prospective members at odd intervals or permitting fewer than six continuous hours of sleep each night.
18. Conducting membership education activities between the hours of 1 a.m. and 7 a.m.
19. Participating in or conducting line-ups (actives or prospective members, separate from members, in order to answer actives' questions).
20. Conducting activities that do not allow adequate time for study and/or attending class.
21. Wearing apparel or accessories that are conspicuous and in bad taste or wearing items that cause discomfort.
22. Wearing more or less clothing than the temperature or weather indicates.
23. Defacing property (trees, grounds, buildings, cars, etc.).
24. Stealing any property (composites, trophies, etc.).
25. Compelling a person or group to remain at a certain place or transporting a person or group anywhere without their consent (road trips, kidnaps).
26. Assigning or endorsing pranks (stealing, panty raids, harassing another organization, etc.).
27. Acting like animals or objects.
28. Engaging in public/private stunts or buffoonery that causes mental or emotional trauma and/or injury to any individual.
29. Yelling a prescribed phrase or chant, as an expectation of the Membership Education Program, when entering, passing through, or leaving any building.
30. Intentionally "trashing" any area for the purpose of annoying others or for having others clean the "trashed" area.
31. Disallowing prospective members to speak, as an expectation of the membership education program, with the exception of exams and rituals.
32. Performing marching maneuvers individually or as a part of the membership education program.
33. Blindfolding and parading individuals in public areas or privately conducting blindfolding activities that serve no constructive purpose with the exception of when entering the ritual room immediately prior to the beginning of the ritual or joint ceremony.
34. Having prospective members perform personal chores or errands under the threat of negative repercussions.
35. Placing or receiving phone calls or answering doors with a prescribed chant, riddle, song, or rhyme.
36. Having only prospective members perform wakes and phone duty.
37. Allowing prospective members to use only a particular door when entering or leaving any building or to use only a certain stairway within a building.