

CHAPTER ACTION PLAN LA BETA TRAGEDY FACILITATOR GUIDE



PHI DELTA THETA
Become the greatest version of yourself



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FACILITATOR GUIDE FOR ACTION PLAN

Outcome of Facilitated Conversation

By participating in an open and inclusive chapter dialogue concerning the LA Beta tragedy, members will better understand and articulate steps for hazing intervention and cultural change at the chapter level.

Resources

September 2017 LSU Incident: Key Messages to Support Communications Materials

Phi Delta Theta Risk Management Policy: https://www.phideltatheta.org/resources/risk_management_policies.pdf

Alcohol-Free Housing Policy: <https://www.phideltatheta.org/about/policies/>

United States Hazing Laws Interactive Map (by state): <https://www.nbcnews.com/storyline/hazing-in-america/interactive-where-hazing-crime-u-s-n801796>

Policy on Hazing: Research your specific University/College Policy on Hazing, look for the Student Handbook

The Phikeia Educators Facilitators Guide: http://www.phideltatheta.org/resources/phikeia_education_facilitators_guide.pdf

PDT U Phikeia Education Certificate Courses: <https://www.phideltatheta.org/members/the-academy/pdt-u/>

Stop Hazing: <http://www.stophazing.org>

Hazing Prevention: <http://hazingprevention.org>

“Don’t Tarnish the Badge” Amnesty Program: http://www.phideltatheta.org/resources/amnesty_program.pdf

Facilitation Techniques

Approach

- On the same team (we are all brothers here), mutual definition of chapter success, building relationships through: strategic questions, active listening, and being vulnerable/authentic
- Patience & perseverance
- Balance between personal and detached
- Adapt your style, focus on your strengths as an advisor
- The power of silence

Getting Started

- Will you tell me more about that?
- Can you give me an example of what you mean by that?
- How is this situation affecting you?
- What is/isn't working for you right now?
- Can you talk more about what you want to have happen next?

Keep Conversation Moving

- Who else needs to be involved to resolve this issue?
- May I interject?
- May I [push you a bit here/challenge what you have just said]?
- What are you leaving out of this conversation?
- What support do you need right now?

STRATEGIC FACILITATION & CHAPTER ACTION PLAN

Agenda

Topic	Time
Introduction/LSU Talking Points	5 minutes
Context & Strategic Questions to Ask	45 minutes
Final Statement to Be Read by Chapter	10 minutes
Total Time	60 minutes

Introduction

Introduce yourself and share the intended outcome for facilitated conversation.

LSU General Talking Points

Review *Phi Delta Theta September 2017 LSU Incident Key Messages to Support Communications Materials* document (see Appendix A).

Context & Strategic Questions to Ask

- How do you feel about this tragic situation?
- How has this situation affected the chapter?
- How many of you currently feel included, respected, supported, and confident as a member of _____ Chapter of PDT? Someone give me an example of a time or situation where you felt this way?
- How many of you have been frustrated, overwhelmed, uncomfortable, or uncertain at any time during your Phikeia experience or membership experience? Someone provide me an example?

Instructions: break the chapter into groups of no more than six (6) and allow them to discuss in small groups.

- Take some time to reflect on an experience you have had (inside or outside of PDT) where you felt an event or activity involved questionable activity.
- What were some of the barriers to intervention?
- What would it have looked like to have intervened?

Bystander Intervention Strategies: STOP Model

Safety: plan of action

Talk: explain risk & disrupt situation

Opposition: be prepared for defensiveness but stay calm and collected

Plan: risk reduction strategies developed for all situations



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- Most people agree it is much better to build up rather than tear down a new member class. Shift the focus to hazing intervention:

- Why does hazing need to be eradicated from Phi Delta Theta?

Talk about: the Cardinal Principles and the congruency to our Phikeia Education program. Also make sure to discuss the emotional, psychological, and physical aspects that are detrimental to the Phikeia experience.

- What benefits come from eradicating hazing in the chapter?

Examples: build mutual respect, develop positive team building, create leadership development training, focus on membership retention, foster positive relationships with university community and administrators, and eliminate any semblance of tiered brotherhood.



Stop Light Approach to Hazing Education & Intervention

Important Note: Have a designated chapter member take notes for this session and share publicly if possible.

The goal of this exercise is to eliminate all Red Light activities, build consensus to move away from Yellow Light activities that have potential risk, and solely focus on building Green Light activities.

● Good ● Questionable ● Prohibited

Stop Light Examples: to help spark conversation as needed

● **Green Light:** weekly Phikeia business meetings, big brother selection early with fun sober activity such as laser tag, paint ball, etc.; weekly Phikeia tests (history of Phi Delta Theta and chapter, famous Phis, interfraternalism, Friendship, Sound Learning, Rectitude; Phikeia retreat; Phikeia service project; Phikeia chapter improvement project; leadership series with campus professional and alumni speakers who attend Phikeia meetings; school-sponsored speakers and athletic events (required attendance for Phikeia); each chapter executive officer speaks to Phikeia about their position, role, and responsibilities; Phikeia co-sponsored event with another student organization or sorority that raises awareness about a particular cause.

● **Yellow Light:** cleaning chapter facility; new member workout or fitness program; sober driving; any type of servitude for chapter members to receive a signature (having signature books).

● **Red Light:** lineups; forced calisthenics; any physical abuse (branding, etc.); forced consumption of alcohol or other digestible foods; sleep deprivation; emotional or psychological abuse such as yelling, belittling, or being deceptive.

Instructions: break up into your small groups again, and have the groups do the following:

- Give examples of Green Light activities that are positive should be required components of your Phikeia Education process.
- Answer the question: what Yellow Light activities are you not sure whether or not they constitute hazing?
- List Red Light activities that are obviously hazing.

Note: Make sure you have both your state and specific university hazing policy definition readily available and are familiar with both.



FINAL STATEMENT

Read below statements to the chapter after completing Facilitation activity.

- Hazing is a serious social problem. It is not simply harmless pranks. Hazing can result in physical, psychological, and emotional harm—**even death**.
- Hazing is about a process of wielding power and control over others.
- Hazing is humiliating and degrading. It ultimately weakens rather than strengthens a group. Hazing does not build respect or trust across the chapter. Sure, each Phikeia class might be strongly linked, but hazing often creates a tiered brotherhood. Groups can be strong without hazing.
- Hazing is a community issue. Hazing and the attitudes that support hazing cultures are pervasive and affect us all.
- Your help is needed to eliminate hazing. You can make a difference by speaking out and educating others about the dangers of hazing; reporting hazing incidents to school, college, and university officials; insisting that educational institutions take hazing seriously and hold students accountable in meaningful ways; and finding creative alternatives to hazing.
- Use the Green Light activities developed and begin to reorganize your Phikeia Education program to meet the expectations of a premiere, values-based leadership society of men committed to Friendship, Sound Learning, and Rectitude.

APPENDIX

Phi Delta Theta
September 2017 LSU Incident
Key Messages to Support Communications Materials

Outlined below are a series of key messages that can be leveraged in the development of internal and external communications pieces in response to the evolving situation at the Louisiana Beta Chapter at Louisiana State University. This document will be updated frequently as necessary.

LSU General

- We continue to keep the entire Gruver family in our thoughts and prayers during this very difficult time. This is a very tragic situation that should have never happened.
- The General Council of Phi Delta Theta suspended and removed the charter from its Louisiana Beta Chapter at Louisiana State University (LSU). This action was taken four days after the Fraternity launched its investigation into the tragic passing of prospective member Maxwell Gruver.
- The determination to suspend operations at LSU was based on the preliminary findings of an investigation that uncovered enough information to conclude that some chapter members were in violation of established risk management policies, including our Alcohol-Free Housing policy. With this decision, Phi Delta Theta shuttered the chapter effective September 18.
- Phi Delta Theta will continue to support the ongoing investigations by both LSU and local law enforcement and encourage authorities to prosecute those involved to the fullest extent of the law. The Fraternity will also continue its internal investigation to completely understand the situation in order to hold all of those accountable who violated its risk management policies for their actions.
- We work very hard to create a culture of responsibility in our chapters to keep our members and their guests safe. This is why the situation currently unfolding at Louisiana State University is particularly heartbreaking.
- Concurrent with its ongoing investigation, Phi Delta Theta will be completing a thorough review of all of the Fraternity's health and safety policies and educational programs, and is committed to enacting any new initiatives to help prevent similar situations in the future.

Commenting on LSU decision and investigation

- While the preliminary findings of our investigation uncovered enough information to conclude that some chapter members were in violation of established Fraternity policies to merit removal of our charter at LSU, our investigation is ongoing and it would be inappropriate for us to provide further comment at the this time.
- Additionally, we support and do not want to unintentionally compromise the ongoing investigations being conducted by LSU and local law enforcement. We want all of those who violated our risk management policies to be fully held accountable for their actions.

LSU Facility

- We are currently working with the local house corporation who owns the facility and the university to determine next steps

General

- As a values-based organization, we work steadfastly to hold our undergraduate chapters to very high standards and do not hesitate to take action when merited. Such actions include charter suspension and/or individual discipline.
- Helping every individual reach their true potential is the bedrock of Phi Delta Theta.

Risk Management

- Phi Delta Theta takes a vigilant approach to upholding its risk management policies.
- We expect and educate our undergraduate chapters to adhere to all risk management policies put in place by the Fraternity. Specific risk management policies and initiatives designed to protect our members and their guests include: maintaining an alcohol-free housing environment, holding our chapters accountable to our anti-hazing philosophy and completing training sessions around critical issues such as sexual assault prevention. We also maintain an amnesty program where local chapters can self-report infractions without fear of repercussion.
- The Risk Management Policies of Phi Delta Theta are intended to provide education and guidance to chapter officers in performing their responsibilities. Individual chapter members and officers are responsible for being familiar with these policies.
- While we are immediately focused on the loss of Max Gruver and its devastating impact on his family, friends and the LSU community, we will be completing a thorough and complete review of all of our health and safety policies and educational programs and are committed to enacting any new efforts necessary to prevent similar situations like this in the future

Alcohol-Free Housing

- We believe that the biggest problem on college campuses today is the misuse of alcohol. That is why took a leadership position on this critical issue and became the first national fraternity to enact an Alcohol-Free Housing policy on July 1, 2000.
- All of Phi Delta Theta's chapter facilities and properties are mandated to be alcohol-free at all times and under all circumstances.
- All Phi Delta Theta chapters are expressly prohibited from purchasing alcoholic beverages with fraternity funds.
- We are proud of our progress to create safe environments for our members and guests, but remain committed to improving each day and enforcing our policies.

- Since the implementation of the policy in 2000, the number of incidents (known violations of our risk management policies and issues that affect the safety of members and guests) within Phi Delta Theta has dropped 59% overall.

Anti-Hazing Philosophy

- Hazing is completely inconsistent with the values of Phi Delta Theta and will not be tolerated.
 - » Hazing is defined as: “any action taken or situation created, intentionally or unintentionally, whether on or off Fraternity premises, and whether with or without the consent of the persons subjected to the action, which produces mental or physical discomfort, embarrassment, harassment, or ridicule.”
- Any chapter or individual that is found to encourage or tolerate hazing in any forum is subject to charter suspension and/or individual discipline.

Phi Delta Theta Amnesty Program

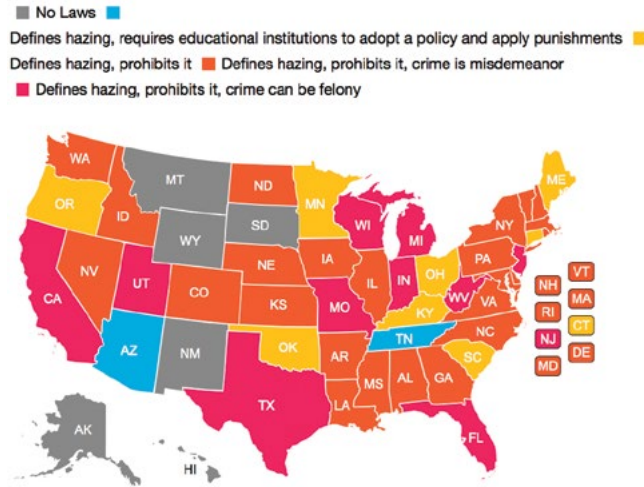
- The Phi Delta Theta Fraternity encourages any members concerned with their chapter’s commitment to our risk management policies to seek help in developing a more positive values-based experience for their members. Our “Don’t Tarnish the Badge” allows individual chapters to self-report potential violations without fear of discipline or repercussion.
- Any chapter with a sincere interest in reform can participate in the “Don’t Tarnish the Badge” amnesty program.

Past Incidents and Accountability

- Over the past decade the Phi Delta Theta General Headquarters has removed 23 undergraduate chapters related to risk management violations.

B. United States Hazing Laws Interactive Map (by state)

What is the law regarding hazing in your state? To find out, visit <https://www.nbcnews.com/storyline/hazing-in-america/interactive-where-hazing-crime-u-s-n801796>



ALABAMA: (a) Hazing is defined as follows:

(1) Any willful action taken or situation created, whether on or off any school, college, university, or other educational premises, which recklessly or intentionally endangers the mental or physical health of any student, or (2) Any willful act on or off any school, college, university, or other educational premises by any person alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim, or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution or any assault upon any such students made for the purpose of committing any of the acts, or producing any of the results to such student as defined in this section.

[SOURCE](#)

Interactive: Roque Ruiz / NBC News

PHI DELTA THETA HAZING AMNESTY PLAN

Purpose:

To offer an opportunity for any chapter that is concerned with their commitment to Phi Delta Theta's **Risk Management Policy** and wishes to seek help in developing a more positive values-based experience for their members and Phikeias in accordance with the Cardinal Principles and risk management policies of the Fraternity.

Amnesty can be defined as:

noun

1. A period during which offenders are exempt from punishment
2. A warrant granting release from punishment for an offense [syn: pardon]
3. The formal act of liberating someone

verb

1. Grant a pardon to (a group of people)

Who Can Participate?

Any chapter with a sincere interest in reform may choose to participate.

When:

The opportunity to participate in the amnesty plan is open ended. At this time, there is no "end" date.

PLAN DETAILS

Request to Participate:

- A. A request to participate should preferably come from the **chapter president** or any **chapter officer**. It is recommended that, at a minimum, he have the support of the chapter's executive board. Further, if the chapter membership is in agreement, this would demonstrate a strong commitment to the plan.
- B. A concerned **group of members** that are opposed to current chapter practices but lack chapter leaders willing to participate in the amnesty plan may request participation. In this scenario the outcome may result in some officers being removed from their positions and other disciplinary measures deemed appropriate.
- C. A request or report from a **single member** of the chapter would fall into the "whistle-blower" category and would **exclude** the chapter from having the opportunity to participate in the amnesty plan. Should a chapter be caught in the act of hazing, this would also **exclude** the chapter from accepting amnesty.

Contact:

A request to participate in this plan can be made in person at any of our Fraternity events, by telephone, by e-mail, or by mail. The request must be made to a General Council member or a General Headquarters staff member or facilitated by the Province President. It cannot be anonymous.

Procedure and Implementation:

1. Once a request has been made and it is confirmed as legitimate, the Director of Chapter Services or Chapter Services Coordinator will do a preliminary assessment of the situation with the member (or members) who initiated the contact. This assessment will require an honest and candid dialogue about the chapter's noncompliance with the risk management policy. Each chapter may pose unique issues and therefore this procedure will vary in execution.
2. The Province President will be contacted and notified one of his chapters has accepted amnesty. The local alumni, namely the Chapter Advisory Board Chairman will be contacted by the Province President.
3. A visit may be made to the Chapter to discuss the expectations of participation in this plan with all the members (including Phikeias).
4. In the event of hazing amnesty, the chapter will be committed to following Phi Delta Theta General Headquarters Phikeia Education Program. New Phikeia program activities will come from the Phikeia Educator's Facilitation Guide. Each Phikeia Education program will adopt the program and learn local chapter and school history.
5. In the event of amnesty to other violations of the Risk Management Policy, a custom plan will be developed by the Chapter Service Coordinator, Province President, Chapter, and university official to provide the chapter with necessary tools and support to change the chapter's alcohol culture and promote self-accountability.
6. Once the chapter has accepted amnesty, all Risk Management violations must stop. A retreat may be necessary to create the new education program. Ideally, creation of the program should be done with an undergraduate committee facilitated by General Headquarters staff and/or the Province President. This committee should represent an appropriate cross-section of chapter members.
7. Unfortunately, some chapters may face resistance from some members. Should this occur, individual member interviews may be necessary to identify, and possibly remove, those members who become a roadblock to the chapter's success by not agreeing to the new education program and other necessary changes.

Additional Input:

The General Council and the General Headquarters Staff recognize the issues involving alcohol, hazing, and other conduct issues on a college campus. We are continually searching for new ideas and activities that are positive and work well within the college environment. If anyone feels they can offer something for others to potentially use, please contact the General Headquarters staff or your Leadership Consultant.

Resource: <http://phide.it/riskpolicies>



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