Positive Pledge Education Assessment

*Please use the following tool to assess the chapter’s written pledge education program.*

**General Fraternity definition of hazing**

No chapter shall engage in hazing activities. 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 the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts; morally degrading or humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution.”

★ Each state and university should also have its own definition of hazing available through the Greek Affairs or Student Life office. The chapter must comply with this policy as well as that of Beta Theta Pi Fraternity.

**Necessary pledge education program components**

*After reading the written program, please “X” each item that is missing from the written program.*

___  A calendar of pledge program activities including date, time and location for all events
___  Scheduled interaction between the pledge class, educator and pledge education advisor
___  A set of written expectations and descriptions of pledge class events
___  Positive and purposeful brotherhood building and leadership development activities
___  Education on the local history of the chapter/colony
___  Education on the history of Beta Theta Pi and the fraternal movement that utilizes the *Son of the Stars*
___  Education on the songs of Beta Theta Pi
___  Education on the values and principles of the Fraternity and member expectations
___  Education on the Risk Management Policy of Beta Theta Pi Fraternity
___  A component of service to the community or university
___  Pledge class academic standards and an academic assistance plan
___  Training or overview of the Chapter’s operations and officer responsibilities
___  A method of pledge class accountability that is 100% positive
___  Written tests over material that the pledge class is responsible for knowing
___  100% positive initiation week that is fully documented
___  All rituals of Beta Theta Pi Fraternity and complementary ritual reviews
   ____ Pledge Ceremony
   ____ Wooglin Ceremony
   ____ Dragon Ceremony
   ____ Initiation Ceremony

___ **Total number of missing components**

★ For a written program to be certified 100% positive, it must contain all items listed above.
★ These items must be identifiable in the written program and easily understood by the reader (dates and locations of events are also necessary.)
Common red flags of the pledging process

After reading the written program, please "X" each "red flag" item the chapter includes in the written program

___ Line-ups
___ Alcohol or drugs in the pledging process
___ Physical abuse or calisthenics
___ Servitude in the form of
   o Cleaning sessions involving only pledge class members
   o Designated driver programs manned entirely by the pledge class
   o Kitchen or dish duty that is done completely by the pledge class
   o Phone duty manned entirely by the pledge class
___ Interview processes that require a service or interrogation for a signature
___ The "Shepardson/Johnson Scene," "Dorg Ceremony" or any activity of similar nature
___ "Projects" that take an inordinate amount of time and lack purpose
___ Scavenger hunts, kidnapping activities or mandatory road trips
___ Unnecessary requirements or rules such as
   o Pledges must always be together
   o Mandatory residence at an active member’s house during initiation week
   o Carrying unusual items for no apparent reason (condoms, matchbooks etc.)
   o Unnecessary duties such as wake-up calls, flag raising, brother errands
   o Standing up when a brother enters a room
   o Recitation of a quote or phrase upon demand
   o Entering or exiting the chapter house through specific doors
   o Specific and unnecessary ways to greet brothers
___ The use of derogatory terms for members of the pledge class
___ Activities requiring conspicuous or inappropriate dress (dresses, wigs, etc.)
___ Contrived situations that belittle, demean or are dishonest
___ Activities requiring sleep deprivation or encouraging unusual hours that jeopardize the academic performance or normal functioning of a pledge class member
___ Activities listed in name only that do not contain the description and/or purpose of the activity

___ Total number of “red flag” activities

★ If the written program contains any of these items, it cannot be certified as 100% positive. Action plans will be developed with the chapter to address all items “red flags.”

Telltale signs of hazing – unwritten indicators

___ Initiation rate below 85% of the total men pledged
___ Pledge class GPA below the all-new member average
___ Activities occur that are not documented in the written pledge program
___ The chapter house is only clean when there is a pledge class
___ The chapter performs additional “rituals” that are not included in the Ritual book

★ These items should be recorded in the evaluation and noted for further evaluations
Positive Pledge Education Assessment Instructions

As district chief, you have been charged with supporting and promoting the safety and quality of thepledging experience of the undergraduates in your district. Your judgment and review of the chapter’s written program play a critical role in the certification process. Please follow the instructions below to successfully evaluate each written pledge education program in your district. Note: The district chief is responsible for certifying the written program, but is not responsible for certifying the implementation of the written program.

1. Obtain a copy of the complete and written pledge education program from every chapter/colony in your district by June 1. The General Fraternity will make requests for programs annually in September with all programs certified by August 1 of each year. Please notify the Chapter Services department of any programs that have not been submitted by August 10.
2. Read each program carefully.
3. Evaluate each written program using the Positive Pledge Education Assessment.
   a. Review the list of “necessary pledge education program components” and verify that each is included in the submitted program. Please place an “X” in the blank next to each item that is missing. Total your scores at the conclusion of your evaluation.
   b. Review the list of “common red flags of the pledging process.” Please place an “X” in the blank next to each item that is included in the written pledge education program. Total your scores at the conclusion of your evaluation.
   c. Review the list of “telltale signs of hazing” and use your knowledge of chapter practices to evaluate the chapter. Please place an “X” next to each “telltale sign” you have observed during your interaction with the chapter. This score will not be included in the final evaluation of the program but will be filed and addressed with the chapter as concerns after the evaluation.

After completing the evaluation for a chapter, please:

___ Email a copy of your assessment (pages 1 and 2) to Jeff Rundle (jrundle@wooglin.com) or Michael Wolford (mwolford@wooglin.com) and the leadership consultant that works with the chapter.

Support plan from the General Fraternity

___ A conference call will be scheduled for the appropriate chapter advisors, officers and leadership consultant to develop action plans and a time line to address any deficiencies in the program.
___ A deadline for the submission of an improved pledge program will be established.
___ Each program must be certified before the chapter can begin the pledging process.
___ For chapters that continue to struggle with submitting a certifiable program, additional considerations will be made (e.g., directives, status change, etc.)
___ A copy of the evaluation will be kept in the chapter’s file for future reference.
___ The Chapter’s General Fraternity promptness tracker will be updated.