

# Speak Up for a Sister

## DISCUSSION GUIDE

The “Speak Up for a Sister” hazing prevention training educates members about the problem of hazing, its negative impact on others and ways to prevent it from occurring within Alpha Chi Omega. This discussion guide is a supplemental resource to help facilitate conversations on hazing prevention in your chapter.

It is recommended that the VP risk management, an executive board officer or risk management committee member serve as the facilitator for this discussion. Ensure that members have completed the “Speak Up for a Sister” hazing prevention training before beginning the discussion.

## ALPHA CHI OMEGA HAZING POLICY

First, it is important to review Alpha Chi Omega’s hazing policy and definition:

Alpha Chi Omega does not condone unkind, undignified or humiliating activities. No chapter, new member, student, alumna or volunteer shall engage in or permit hazing activities. Hazing is any reckless or intentional act that produces physical, mental or emotional pain, discomfort, humiliation, embarrassment or ridicule, regardless of a person’s willingness to participate, that is required or expected of a member and that is not related to the Fraternity’s mission. This includes any activity, whether it is presented as optional or required, that places a member in a position of servitude as a condition of membership.

Retaliation against any person who reports, is a witness to or is involved with or cooperates in the investigation and adjudication of hazing is strictly prohibited.

## DISCUSSION QUESTIONS

To continue the conversation on the issue of hazing and prevention efforts, break members into small groups or ask them to reflect individually on following questions:

**What was something you learned about hazing from the training that you didn’t know before?**

*Thank participants for sharing if in small groups.*

**What are barriers that could prevent you or others from speaking up when hazing behavior occurs?**

*Thank participants for sharing if in small groups.*

Hazing is often unreported because the early warning signs of hazing – as well as hazing instances themselves – go unnoticed by individuals that have the capacity to intervene and prevent harm. A common barrier for reporting hazing can be that victims and bystanders dismiss, justify or even normalize hazing behaviors as acceptable because of groupthink mentality or cultural norm. Groupthink occurs when members' loyalty to the organization is valued above responsible decision-making. This can make it even more challenging to speak out when someone experiences, observes or learns of hazing activity within their chapter or community. Therefore, it is important to understand and address the context and power dynamics involved in identifying and reporting hazing.

### **What are chapter traditions that are healthy for members?**

*Allow members to respond.*

### **What kinds of chapter norms could be unhealthy?**

*Allow members to respond.*

While not all traditions involve hazing, it is important to be aware of activities that may cross the line and be identified as hazing. Consider these five questions to prevent hazing when planning to host or participate in a chapter activity:

1. Does the activity involve any violations of Alpha Chi Omega policies or the law?
2. Would I openly and honestly discuss the activity as part of my chapter experience with my friends outside of the chapter, my chapter's advisor, my parent/guardian, a college/university employee or an Alpha Chi Omega staff member?
3. Is the activity something only some of the chapter has to participate in? Would it be frowned upon if an individual opted not to participate?
4. Do we withhold certain details from members about the event or activity until it is about to start or has started?
5. Would the event or activity face resistance to change based on who/what class in the chapter gets to facilitate it?

If you answer "yes" to any of these questions, explore alternatives that promote respect and dignity for all members.

### **How can you prevent hazing as a real, strong woman?**

*Thank participants for sharing if in small groups.*

Hazing goes against the values of Alpha Chi Omega and can threaten the mental and physical wellness of our sisters. Therefore, it is every member's responsibility to prevent hazing. Together, we can eliminate hazing from our bonds of sisterhood.

## HOW TO REPORT HAZING

Hazing of any nature is a matter that Alpha Chi Omega takes seriously. We encourage our members to act and speak up when there are concerns about members' safety and well-being. There are local and national resources available to you to report hazing.

- **911:** Call 911 immediately if someone is injured, involved in illegal activity or in danger of life-threatening harm.
- **Alpha Chi Omega headquarters:** To report hazing within Alpha Chi Omega, please contact Alpha Chi Omega headquarters at 317-579-5050 or [collegiateexperience@alphachiomega.org](mailto:collegiateexperience@alphachiomega.org).
- **Campus and university departments:** Contact your campus fraternity/sorority life office, student conduct or campus security to report hazing involving an organization, sports team, student group or individual in your local community.
- **The [Anti-Hazing Hotline](#):** This number provides an anonymous telephone line for anyone to report a suspected or recent hazing incident to 888-NOT-HAZE (888-668-4293).

## HAZING PREVENTION RESOURCES

- Alpha Chi Omega [Hazing Prevention page](#)
  - Harm Reduction Alliance [educational posters and conversation starters](#)
  - [HazingPrevention.org](#)
  - [StopHazing.org](#)
  - [Clery Center](#)
  - [Gordie Center](#)
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