

# Policy on Discrimination

Tau Beta Sigma Sorority expressly prohibits discrimination by any component part of the Sorority or by any person acting on behalf of the organization on the basis of race, national origin, gender, religion, handicap, sexual orientation, or marital status.

## Policy on Hazing

Each chapter should continue to evaluate its Membership Education Program on a regular basis. You are urged to consult with your chapter sponsor and band director to review all membership education activities. The purpose of the Membership Education Program is to develop *outstanding activities*. The concept of hazing in educational and social activities is against our belief and purpose. The Membership Education Program should be designed and well planned to capture the enthusiasm of the prospective members and develop a commitment on their part to the Sorority by teaching them; by helping them participate; by keeping them feeling needed and wanted; and by guiding them to maturity and growth. The following **Policy on Hazing** has been adopted by Tau Beta Sigma.

The Tau Beta Sigma Sorority neither approves of nor is responsible for actions of members of local chapters which may result in injury to persons or damage to property. **Hazing is defined as any actions taken or situation created, intentionally or unintentionally, to produce mental or physical discomfort on or off campus involving members and/or prospective members, which may cause embarrassment, harassment, or ridicule.**

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 lineups (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, party 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.
  38. Conducting quests, treasure hunts, scavenger hunts, paddle hunts, big or little sibling hunts, or walkouts in a manner unrelated to membership education.
  39. Entering or leaving any building in a dictated manner (hand over hand, backwards, crawling, sideways, etc.)

***This workshop will inform prospective members of the hazing policy, the chapter membership education program, and a line of communication to follow if the prospective members feel hazing may be occurring.*** A recommendation for the line of communication is to first contact someone in the prospective member's chapter (i.e. chapter vice president in charge of the Membership Education Program or big sibling, etc.), followed by the sponsor and director of bands, then the district governor or counselor. The National Headquarters will be made aware of any reports of hazing and will act appropriately. The chapter should understand that their charter may be revoked if hazing is found to be occurring.

***The chapter shall hold a hazing workshop prior to First Degree.***

### **A Definition of Hazing**

It is suggested that the following seven questions be asked about a particular activity:

1. Will the activity achieve one or more of the predetermined goals of the membership education program?
2. Would you be willing to tell your chapter sponsor about the activity?
3. Would you be willing to perform this activity in front of a university administrator?
4. Would you be willing to send the parents of the prospective member(s) involved a snapshot of this activity?
5. Would you be prepared to go to court to defend the merit of this activity?
6. Would you be willing to share a written description of this activity for other chapters to use?
7. Would you feel ridiculous doing this activity?

If there is the slightest question in anyone's mind about the activity, there is a quick and definite answer:

***Don't do it. It's hazing.***