DELTA KAPPA DELTA
SORORITY, INC.

HAZING POLICY AND PROTOCOL

PURPOSE

- Delta Kappa Delta Sorority, Inc. is committed to fostering a safe space for all interests, associates, and members. Judicial policies have been established to protect the values and purpose of the organization, provide safe and approved events for members, and align with university policies and expectations. National Board has jurisdiction in matters related to member conduct inconsistent with those set forth by the Constitution and Bylaws.

HAZING POLICY

Section 8.3 Hazing

A. The term "hazing" means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against any individual or group of individuals, regardless of affiliation, whether or not committed on organizational property, for the purpose of recruiting, joining, pledging, initiating, admitting, affiliating, or for the purpose of retaining membership in an organization that causes an individual or group of individuals to do any of the following, regardless of a person's willingness to participate:
    a. Be coerced to violate federal, state, provincial, local law, or organizational policy.
    b. Be coerced to consume any food, liquid, alcoholic liquid, drug, or other substance in any non-customary manner which subjects the individual or group of individuals to a substantial risk of emotional or physical harm which includes but not limited to sickness, vomiting, intoxication, or unconsciousness.
    c. Endure brutality of a physical nature, including but not limited to whipping, beating, paddling, branding, dangerous physical activity, or exposure to elements or endure threats of such conduct that results in mental or physical harm.
    d. Endure brutality of a mental nature, including but not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment or endure threats of such conduct that results in mental or physical harm.
    e. Endure any other activity which adversely affects the health and safety of an individual, including but not limited to the disruption

of academic performance or class attendance, required designated driving programs, line ups, calisthenics, or personal, physical, or financial servitude.

RETALIATION POLICY

Section 8.7 Retaliation

A. Delta Kappa Delta Sorority, Inc. prohibits retaliation against any individual – members and non-members – for reporting, inquiring, or cooperating with a report around a violation of the Risk Management Policy.
B. Retaliation is any action, statement, or behavior that is designed to punish an individual for filing a compliance report, cooperating with a compliance investigation, seeking guidance regarding a compliance concern, or to deter one from taking such action.

EXPECTATIONS

- Delta Kappa Delta Sorority, Inc. will train all members how to report hazing.
- Delta Kappa Delta Sorority, Inc. will continue to take opportunities to educate members with strategies for prevention and intervention.
- Delta Kappa Delta Sorority, Inc. will fully cooperate with the institution of higher education or police on any investigation.
- Delta Kappa Delta Sorority, Inc. has a Code of Conduct which can hold members accountable for violation of our Risk Management Policy.
- Delta Kappa Delta Sorority, Inc. will be transparent in providing reporting options for interests, associates, and members on our website.

HOW TO REPORT

1. In case of an emergency, call 911.
2. Report to the host institution (Fraternity/Sorority Life Office or Student Conduct Office).
3. Report to the police.
4. Contact undergraduate Chapter Advisor to report.
5. Contact Risk Management Director or any member of National Council to report.

SAMPLE TIMELINE (4-5 WEEKS)

1. Receipt of complaint
2. Official email response to the reporting party
3. Official email notice to the accused party

4. Schedule an interview with all associates and Recruitment/Association Chairs
5. Share all collected information with the Judicial Board
6. Judicial Board will convene
7. Reporting and accused party will have the opportunity to give a testimony in front of the Judicial Board
8. Judicial Board will share their final decision and consequences with National Board
9. National Board will email the reporting and accused party of the final decision
10. Accused party will have up to 7 days to appeal the decision

CONSEQUENCES

- Hazing allegations will be brought immediately to the knowledge of the National Board. After carefully considering all aspects of the situation and getting the opinions of all of the sxsters, charter, the National Board will make a recommendation to all the charters regarding the future of the accused sxster(s) and/or charter(s).
- The consequences for hazing can range from suspension for one semester to expulsion from Delta Kappa Delta Sorority, Inc. and revocation of a charter. There can be no lesser consequence than a one semester suspension and no greater consequence than expulsion or charter revocation. The National Board will decide which consequence seems fit for their recommendation to the charter. The charter is also required to participate in programming that includes, but is not limited to: Recruitment/Association Workshop and Anti-Hazing Presentation.
    - Following a term of suspension, the charter is required to participate in a guided Recruitment/Association Process with chapter advisor serving in the position of RA Mentor.
- If the hazing allegations are found to be true, the National Board must inform the university or college of the charter(s) of the hazing violations and work with them to resolve the issue.
- If the National Board decides that the hazing allegations are not legitimate, it will issue a recommendation to drop the allegations against the accused sxster(s) and/or charter(s).
- If passed, the accused sxster(s) and/or charter(s) will be cleared of all hazing allegations immediately. If a 2/3 majority is not reached, voting will continue along the guidelines set in the constitution of Delta Kappa Delta Sorority, Inc.

RESOURCES

- 101 Non-Hazing Activities