

Hazing:



The Fratricide of Brotherhood

Second Edition

Kappa Alpha Order seeks to create a lifetime experience that helps to instill and enrich characteristics such as duty, honor, character and gentlemanly conduct. The KA experience provides its members with a support network, lasting friendships and brotherhood. The values and principles of KA are lost when hazing occurs. Hazing kills brotherhood. It makes liars out of leaders. It strips members of trust, confidence, leadership and their reputation. It has no place in your Kappa Alpha experience.

Hazing is ego driven. Those who haze have low self-esteem and therefore feel the need to degrade others. Brothers who are concerned about gaining respect from new members need to take a look in the mirror...are they even worthy of respect from the new members? Remember that the most vocal proponents of any hazing are usually the worst examples of brotherhood. Brothers earn the right to wear our badge of membership everyday by the lives they live. If in doubt about a brother's intentions, ask yourself if he is remaining true to our values and teachings. Remember, as an "Order" KA does not seek to change anyone, only to bring together those gentlemen who already share our values. How could hazing fit in our plan?

As a great national fraternity, we have accomplished too much good and have helped shape the lives of too many men to be marred by behavior so contrary to our noble principles. The reality is, if we haze, we are hypocrites.

Hazing is an issue that is shielded in secrecy, something you endure, participate in and don't talk about. It is for this reason that hazing is often viewed in shades of gray. But, when you step back, look at the issue and compare it to the values and principles that Kappa Alpha Order stands for, it is an issue that is simply black and white. If you care about brotherhood, modern day chivalry, integrity, being a leader and having a KA undergraduate experience, be the better man and REFUSE TO ACCEPT IT, REPORT IT, and STOP IT.

Anonymous National Anti-Hazing Hotline:

1-888-NOT-HAZE, 1-888-668-4293

Kappa Alpha Order National Administrative Office:

1-800-KAO-1865, 1-800-526-1865 or 540-463-1865

Kappa Alpha Order's Stance on Hazing

Statistics show that you've likely experienced hazing some other time in your life, before college. However, KA does not approve of hazing in our Laws and in our founding values. Kappa Alpha Order was among the first fraternities to include anti-hazing statements as seen by the following excerpt from the Order's first printed public constitution in 1903: "Courtesy, personal dignity and self-respect being chivalrous virtues of the knight and gentleman which our ritual inculcates, members are forbidden to outrage the initiate by subjecting him to a humiliating physical ordeal known as hazing." Today Kappa Alpha Order has a zero tolerance for hazing. The Kappa Alpha Order Risk Management Policy defines hazing 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 psy-

chological shocks; use of pledge books or signature books, 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 and buffoonery; 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.”

The Kappa Alpha Laws prohibit hazing by all levels of membership:

9-261. Prohibition against hazing. The practice of hazing in any form is forbidden. Hazing is any conduct, activities or action by a member, by members of the Kappa Alpha Order or by an Active Chapter as a unit, performed or carried out on or off chapter premises which

- (a) causes, is likely to cause or is intended to cause physical or mental discomfort, chagrin, embarrassment, ridicule or personal displeasure to another person upon imposed or
- (b) is otherwise prohibited by any applicable governmental or institutional law or regulation.

R9-261. PROHIBITION AGAINST HAZING.

(a) Hazing as that term is used in the Kappa Alpha Laws shall be further defined as any act or omission by any member of the Kappa Alpha Order directed against any other member which with or without intent:

- (1) Is likely, with reasonable possibility, to cause bodily harm or danger, offensive physical punishment or disturbing pain;
- (2) Is likely to compromise the dignity of a member, cause embarrassment or shame to a member to be the object of malicious amusement or ridicule, or cause any psychological harm or substantial emotional strain; or
- (3) Will, unreasonably or unusually impair a member’s academic efforts.

(b) This definition of “hazing” includes any requirement by a member which compels a member to participate in any activity which is illegal, which is known by the compelling person to be contrary to a member’s moral or religious beliefs or which is contrary to the rules or regulations of the member’s institution of learning 49

(c) Consistent with the above definition, the following specific examples of “hazing” are prohibited, but not limited to, the following:

- (1) Transporting a member against his will;
- (2) Marking or branding of a member;
- (3) Preventing a member from attending class;
- (4) Forcing a member to eat or drink against his will, and requiring or encouraging a member to participate in any activity which is involved with consumption of prescribed quantities of alcoholic beverages;
- (5) Requiring a member to perform personal service or acts of servitude to include serving as a designated driver as part of a chapter organized designated driver program;

- (6) Conducting any and all forms of lineups;
- (7) Paddling and/or striking in any manner;
- (8) Preventing a member from practicing personal hygiene;
- (9) Causing a member to be indecently exposed; or
- (10) Requiring a member to dress in a manner causing ridicule or humiliation.
- (11) Pledge books or signature books, including any compilation of names and/or of personal data related to active members, or members awaiting initiation, that is required of a member awaiting initiation as a component of his pre-initiation education.

(d) Furthermore, participation in or condonation by an Active Chapter as a unit, a member of an Active Chapter, or any other member of the Kappa Alpha Order involving any member of the Order in any activity which does not have an independent immediate, positive purpose shall constitute an act of hazing.

It is also important to understand that in every state where a KA chapter resides, it is against the law to haze. Hazing can cost you your membership and your chapter. That means if you haze, or allow others to haze you, men who come after you may not have an opportunity to join KA on your campus. In addition, you will be destroying all the hard work put in by your chapter's alumni since KA's establishment on your campus.

Physical and Psychological Hazing

Hazing unfortunately exists in high school, Greek organizations, athletic teams, bands, the military and other clubs and organizations. It is an abuse that can and has led to severe injuries and even death. Hazing can be both psychological and physical. Countless lawsuits and deaths have occurred due to hazing.

Hazing can take on many forms. Some forms of hazing are often times harder to detect than others and usually results in ridicule or humiliation. Some examples of this type of hazing include lengthy telephone greetings, carrying of items such as lighters, condoms and change, asking new members to perform acts for the entertainment of active members, not allowing new members to enter through the front door, acts of personal servitude, restricting certain membership privileges from new members or creating a higher standard for new members. It essentially makes new members feel and appear like second class citizens.

It's easy to think that these activities are harmless and constitute no danger to new members...but what's important to consider is the negative effect this type of hazing has on that member's attitude toward the chapter. His eagerness to take part in a leadership role will ultimately wane. Loss of respect for active brothers is the only real outcome this and any type of hazing produces. Some also think these types of activities teach respect for the house and the chapter. Wrong again; it only causes the new member to become apathetic after he is initiated with an attitude of, "I'm an active now, so I don't have to do anything... make the new guys do it." Apathy, a direct result of hazing, destroys the life of a chapter quicker than anything.

Other forms of hazing are more identifiable and can cause mental anguish, physical discomfort or create undue stress. Examples may include sleep deprivation, verbal abuse, requiring new members to answer questions under pressure, performing lewd stunts, restricting personal hygiene or the covering of bodies with foreign substances.

A brother may think, “New guys need to earn their membership by going through these experiences.” Membership in the Order, however, is gained by exemplifying the qualities of gentility and modern chivalry, not enduring mental and physical anguish. Harassment hazing activities aren’t always meant to cause harm, but when hazing gets out of hand, it does; many injuries, deaths and lawsuits have resulted.

The most dangerous hazing activities endanger the life of the uninitiated or victim. These activities have the potential to cause bodily harm and psychological damage. Dangerous hazing can take the form of lineups, kidnapping, forced drinking of alcohol, branding, forced eating, restricting body movement, intense calisthenics, dehydration or exposure to weather.

Bystander Behavior

“A bystander is someone who witnesses a problem behavior and does not do anything about it. A bystander does not respond. Most health problems and social injustices in sororities and fraternities are witnessed by bystanders. Often, Greek women and men are able to intervene effectively without formal training, as evidenced by many successful intervention stories. However, it is also extremely common that Greek men and women don’t respond at all, or respond ineffectively when they are uncomfortable being in a bystander role, or when they want to do something about problematic behavior. Why don’t individuals intervene?”

“The answer to this question is critical as we seek to create chapters and environments which foster health and social justice, where the deeper values of the Greek community are expressed in action, thus making clear to the rest of the world our strengths and what we have to offer the greater campus community.”

Excerpt from the WHITE PAPER: “RESPONSE ABILITY” Transforming Values into Action, by Fostering Bystander Interventions, to Promote Health and Social Justice by Dr. Alan Berkowitz.

Common Myths about Hazing

The following myths vs. reality were adapted in part from stophazing.org

1. **MYTH:** “Hazing builds new member class unity.” **FACT:** Unity may be created within the new member class, but the new members will be unified against the chapter. The end result is a number of segregated groups or four chapters within one disunited chapter. Why not focus on building chapter unity through retreats, social events and philanthropic service?

2. **MYTH:** “New members want to be hazed.” **FACT:** If you believe this, why not publicize your chapter’s planned hazing activities during rush/recruitment, and then see how many men the chapter recruits? In states that have laws against hazing, consent of the victim can’t be used as a defense in a civil suit. This is because even if someone agrees to participate in a potentially hazardous action, it may not be true consent when considering the peer pressure and desire to belong to the group.

3. **MYTH:** “We only haze a little bit. It’s not really that bad.” **FACT:** That’s like saying, “I only steal a little bit. I’m not really a thief.”

4. **MYTH:** “If we eliminate hazing, KA will be just a social club instead of a fraternity. It will be a cakewalk to become a member.” **FACT:** Hazing is the spineless, easy way out. A truly well organized, positive, and educational program will require more time, dedication, and energy than a hazing program. The resulting difference will be initiates who are eager to work for and help the chapter, and who can better serve as leaders.

5. **MYTH:** “The military thinks hazing is good, and they do it, so why can’t we?” **FACT:** The military does not, in fact, conduct hazing practices, but rather engages in a crucial, unique type of training and preparation for dangerous military operations. According to the Dept. of the Army’s TRADOC Regulation 350-6: “Hazing is strictly prohibited” and is “an offense punishable under the Uniform Code of Military Justice.” The unique training that is conducted is done by professionals to prepare soldiers and military personnel for unusual circumstances, a disciplined lifestyle, and to put their life on the line for our country. KA doesn’t ask that of our members.

6. **MYTH:** “If a new member doesn’t respect us or our principles, we’ll haze him until he improves.” **FACT:** Hazing a new member who doesn’t turn out to be worthy of membership makes the situation even worse. Simply terminate his pledgeship instead of endangering him and the chapter.

7. **MYTH:** Hazing is an effective way to teach respect and develop discipline. **FACT:** First of all, respect must be EARNED--not taught. Victims of hazing rarely report having respect for those who have hazed them. Just like other forms of victimization, hazing breeds mistrust, apathy and alienation.

8. **MYTH:** “Hazing activities are the only methods we have of disciplining the new members.” **FACT:** There are positive and negative methods of administering discipline. How does the chapter discipline an initiated member? Methods of discipline should be the same for new members and active brothers. Kappa Alpha Laws and chapter bylaws apply to new members.

9. **MYTH:** “I went through it, now the new guys have to go through it.” **FACT:** Would you go through it again? It only takes one class to break this so-called “tradition.” Our founders and early members were not hazed, so why treat today’s new members differently?

10. **MYTH:** Hazing is no more than foolish pranks that sometimes go awry. **FACT:** Hazing is an act of power and control over others - it is victimization. Hazing is pre-meditated and NOT accidental. Hazing is abusive, degrading and often life-threatening.

Is it Hazing?

Here are some broad questions to ask yourself about an activity:

- Will the activity achieve one or more of the predetermined goals of the new member education program?
- Are active members asked to participate in the same activity at an equal level or participation?

- Would you be willing to perform the activity in front of a university administrator?
- Would you be willing to perform the activity in front of a member of the national administrative staff?
- Would you be willing to perform the activity in front of your friends who are not members?
- Would you feel comfortable if your parents were present during the activity?
- Would you be prepared to go to court to defend the merit of this activity?
- Would you be willing to share a written description of this activity for the campus or local newspaper?
- Would our founders or spiritual founder Robert E. Lee approve of such an activity?
- Is it an activity you want to require future members to perform?

If the answer is “no” to any one of these questions, then it’s hazing. ***Don’t do it.***

How to Stop Hazing

You know it’s wrong—again, by either learning risk management rules or by inherently feeling that an action is wrong. We are all responsible for putting an end to hazing. If it is to be stopped, it must be attacked by a unilateral force of undergraduates, alumni, university officials and national officers. If hazing is going on in your chapter, confront it head on and help other brothers understand that there are much better ways to educate. If a member witnesses an act of hazing and does nothing (remaining a bystander), he is condoning the act and enabling the disease to grow. You may also be found guilty by association if you do not report the incident. Contact your Number I, new member educator, alumnus advisor, province commander, Greek advisor, or a KA national staff member to assist you in stopping it. Education and understanding are key to solving the problem. Educate your brothers on the negative effects of hazing and realign the chapter with Kappa Alpha’s zero tolerance policy.

Worthwhile alternatives to hazing are available and brothers are strongly encouraged to seek them out. They can be found on our website kappaalphaorder.org. Another helpful resource is hazingprevention.org. Feel free to also contact the National Administrative Office or the Anti-Hazing Hotline.

Stopping hazing comes down to a simple statement: The power which the strong have over the weak, the employer over the employed, the educated over the unlettered, the experienced over the confiding, even the clever over the silly--the forbearing or inoffensive use of all this power or authority, or a total abstinence from it when the case admits it, will show the gentleman in a plain light.

Don’t be a bystander. Be a leader. Be a gentleman. Be a KA.

The photo used on the cover of this brochure was taken for the express purpose of illustrating the topic. No hazing occurred.



KAPPA ALPHA ORDER NATIONAL ADMINISTRATIVE OFFICE

AT MULBERRY HILL

P. O. BOX 1865 • 115 LIBERTY HALL ROAD

LEXINGTON, VIRGINIA 24450

(540) 463-1865 • FAX (540) 463-2140

KAPPAALPHAORDER.ORG