



Finer Women
DON'T HAZE

NATIONAL ANTI-HAZING AWARENESS DAY - SEPTEMBER 6, 2012

Learn more at www.zphib1920.org/finerwomendonthaze

**Presented by Soror Scarlet H. Black
National First Anti-Basileus
Zeta Phi Beta Sorority, Incorporated**



NATIONAL ANTI-HAZING AWARENESS CAMPAIGN

On August 11, 2012, under the bold leadership of our brothers of Phi Beta Sigma Fraternity, Incorporated and the National Action Network, led by Brother Al Sharpton, Zeta Phi Beta Sorority, Incorporated was at the table in support of the Town Hall Meeting that was held in Charlotte, North Carolina to bring attention to the destruction that the culture of hazing is causing our fraternities and sororities.

A national coalition has also been formed by Phi Beta Sigma Fraternity and the National Action Network calling on all fraternities, sororities, civic organizations, academic institutions, politicians, celebrities and concerned citizens to support a full-scale effort to eliminate hazing culture from society. This newly formed national coalition will push for federal anti-hazing legislation to ensure consistency in the laws from one state to the next for violations.



NATIONAL ANTI-HAZING AWARENESS CAMPAIGN

The national coalition will also conduct a major media campaign to bring awareness to the problem of hazing and develop anti-hazing curriculum training programs and support materials. Both of these areas have already been done through Phi Beta Sigma and the National Action Network. You may go to the websites of these organizations and find educational templates and awareness materials.

Finally, the national coalition is encouraging each of the Greek-Letter organizations to support National Anti-Hazing Awareness Day on September 6, 2012. This is a day where focused attention is being brought concerning the culture of hazing and the effects it has on our organizations and respective communities. Therefore, in this communication, you will note a graphic that can be used in the social media to bring awareness and other materials that can be used for discussion in your local chapter meetings about the subject of hazing.



NATIONAL ANTI-HAZING AWARENESS CAMPAIGN

It is hoped that through dialogue and discussion, we can find "voice" to a practice that has been shrouded in secrecy and silence.

I wish to thank our International Grand Basileus, Mary Breaux Wright, for her support and leadership as we move forward to do the work of Zeta.

For the love of Zeta,
Soror Scarlet H. Black
National First Anti-Basileus
Zeta Phi Beta Sorority, Incorporated



WHAT IS HAZING?

The Council of Presidents in 1990, representing the nine historically black Greek-Letter organizations, defined hazing as follows:

*"to include any action taken or situation created that involves or results in abusive, physical contact or mutual harassment of a prospective fraternity or sorority member; and that any such action is considered hazing, whether it occurs on or off the fraternity or sorority premises, campus or place where chapters or prospective members meet; and that hazing has also been described to include any action that results in excessive mutual or physical discomfort, embarrassment or harassment; that such activities include, but are not limited to paddling, creation of excessive fatigue, physical or psychological shock, morally degrading or humiliating activities, late work sessions that interfere with scholastic activities and any other activities inconsistent with fraternal law and regulations and policies of the affiliated educational institution and federal, state or local law."**

Source: Council of Presidents Joint Position Statement against Hazing (1990)

**Hazing laws vary from state to state; be sure to research the law of your area*



ZETA PHI BETA SORORITY, INCORPORATED OFFICIAL STATEMENT AGAINST HAZING

Zeta Phi Beta Sorority, Inc., has a membership intake policy, which forbids all forms of hazing. Each prospective member is advised in writing that membership in Zeta does not require subjecting oneself to hazing. Prospective members are directed to refuse to participate in any hazing activity, and are directed to report all hazing and hazing attempts to the proper authorities. Members receive instructions in the intake process. The International President has the authority to discipline any member who does not follow the written intake procedure or violates the sorority's policy against hazing. This authority includes the power to suspend and the power to set conditions for reinstatement.

Each prospective member is informed that hazing is against the sorority's rules. Prospective members are directed to walk away from any hazing activity, and to report all attempts to haze to the proper authorities.

Zeta Phi Beta Sorority, Inc., cooperates with all civil and university authorities in the investigation of all alleged hazing incidents. Members and prospective members will be held responsible to the sorority for violations of policies against hazing and the sorority will pursue to the full extent allowed by law to obtain indemnification for damages caused by the activities of the members or prospective members who participate in illegal, unauthorized or prohibited conduct despite notice to refrain from such conduct.



FIVE WAYS YOUR CHAPTER CAN BRING ABOUT AWARENESS OF THE EFFECTS OF HAZING

- 1. Have your chapter members complete the Hazing Awareness Quiz and have a discussion prior to each chapter member signing the “Statement of Individual Responsibility for Violation of Hazing Policy.”**
- 2. Hold a town-hall meeting with members of Phi Beta Sigma and other organizations to bring awareness of the effects of hazing on your campus or in your community.**
- 3. Host an anti-hazing workshop at local schools in your community.**
- 4. Post the hazing policies of Zeta Phi Beta and the NPHC on your chapter’s web site.**
- 5. Post the “Finer Women Don’t Haze” graphic on your chapter’s web page and social media sites.**

MAKE THIS AN ONGOING DISCUSSION!



HAZING AWARENESS QUIZ

TRUE OR FALSE

- _T _F 1. It's next to impossible to develop a meaningful Greek pledge ritual without at least some minor form of hazing.
- _T _F 2. Actual hazing is more in the "eyes of the pledge" since almost any action can be considered "hazing."
- _T _F 3. Hazing is a behavior that is exclusive to fraternities and sororities.
- _T _F 4. There's no "real" hazing in women's Greek organizations; members just play harmless pranks on pledges.
- _T _F 5. Requiring pledges to refer to members with titles while they are identified with demeaning names is not technically hazing.
- _T _F 6. Hazing behavior is not actually "hazing" if the pledge agrees to the treatment.
- _T _F 7. A few colleges and universities now have anti-hazing policies, and a few states have also passed laws that prohibit hazing.
- _T _F 8. It's understandable that forcing pledges to drink volumes of alcohol is seen as hazing, but being forced to drink large amounts of water or milk is o.k.
- _T _F 9. Since alumni and current members were hazed, it's only fair that the new members go through it too.
- _T _F 10. Hazing practices preserve the uniqueness and the exclusivity of the organization.

Information from hazing.cornell.edu and U.S. Department of Education Office of Higher Education

Hazing Awareness Quiz

***May use as a great discussion item in a local chapter meeting**

Available on the National Web site



Zeta Phi Beta Sorority, Inc.
Statement of Individual Responsibility
For Violation of Hazing Policy

- ◆ I am a member in good standing of Zeta Phi Beta Sorority, Inc
- ◆ I know that all physical and emotional hazing is against the rules of the Sorority.
- ◆ I know that pre or post intake pledging activities are against the rules of the Sorority.
- ◆ I know that if I participate in hazing and/or pre or post intake pledging activities, I will be suspended from the Sorority immediately and may be expelled from the Sorority.
- ◆ I know that physical hazing is a battery and is against the law.
- ◆ I know that I may be arrested for this crime.
- ◆ I know that I am subject to all university rules against hazing, and am subject to the disciplinary policies of my university.
- ◆ I know that there are also civil penalties for battery.
- ◆ I know that if I violate the Sorority's anti hazing policy, I have done so as an individual and not as a representative of the Sorority.
- ◆ If I violate the Sorority's anti hazing policy, I will accept personal responsibility for my actions.

Printed Name _____

Signature _____

Chapter _____

City/State/Zip _____

Date _____

Please send two copies to the National First Anti-Basilus and retain all necessary copies for your records

Revised 10/09

Statement of Individual Responsibility

***Must be signed by every chapter member**



**FIVE WAYS YOUR CHAPTER CAN BRING ABOUT AWARENESS
OF THE EFFECTS OF HAZING**

1. Have your chapter members complete the Hazing Awareness Quiz and have a discussion prior to each chapter member signing the "Statement of Individual Responsibility for Violation of Hazing Policy."
2. Hold a town-hall meeting with members of Phi Beta Sigma and other organizations to bring awareness of the effects of hazing on your campus or in your community.
3. Host an anti-hazing workshop at local schools in your community.
4. Post the hazing policies of Zeta Phi Beta and the NPHC on your chapter Web site.
5. Post the "Finer Women Don't Haze" graphic on your chapter's web page and social media sites.

FINER WOMEN DON'T HAZE

Suggested Chapter Activities

List available on National
Web site



**FINER WOMEN DON'T HAZE
ANTI-HAZING AWARENESS CAMPAIGN
REPORTING FORM**

Please complete this form and return to your State Director by September 30, 2012.

Date	
Chapter	
State	
Region	
Chapter Basileus	

Please indicate the activities conducted as a part of the "Finer Women Don't Haze" Awareness Campaign.	
<input type="checkbox"/>	Chapter members completed the "Hazing Awareness Quiz" and had a discussion prior to each chapter member signing the "Statement of Individual Responsibility for Violation of Hazing Policy."
<input type="checkbox"/>	Held a town-hall meeting with members of Phi Beta Sigma and other organizations to bring awareness of the effects of hazing on the campus or in the community. (Please provide documentation and/or photos)
<input type="checkbox"/>	Hosted an anti-hazing workshop at a local school in your community. (Please provide documentation and/or photos)
<input type="checkbox"/>	Posted the hazing policies of Zeta Phi Beta and the NPHC on your chapter website. (Web URL: _____)
<input type="checkbox"/>	Posted the "Finer Women Don't Haze" awareness graphic on your chapter's web page and social media sites. (Web URL: _____)
<input type="checkbox"/>	Developed a chapter activity (Please provide summary of activity below and include documentation and/or photos)

Number of chapter members that participated in the Anti-Hazing Awareness Campaign _____

Number of non-chapter members that participated in the Anti-Hazing Awareness Campaign _____

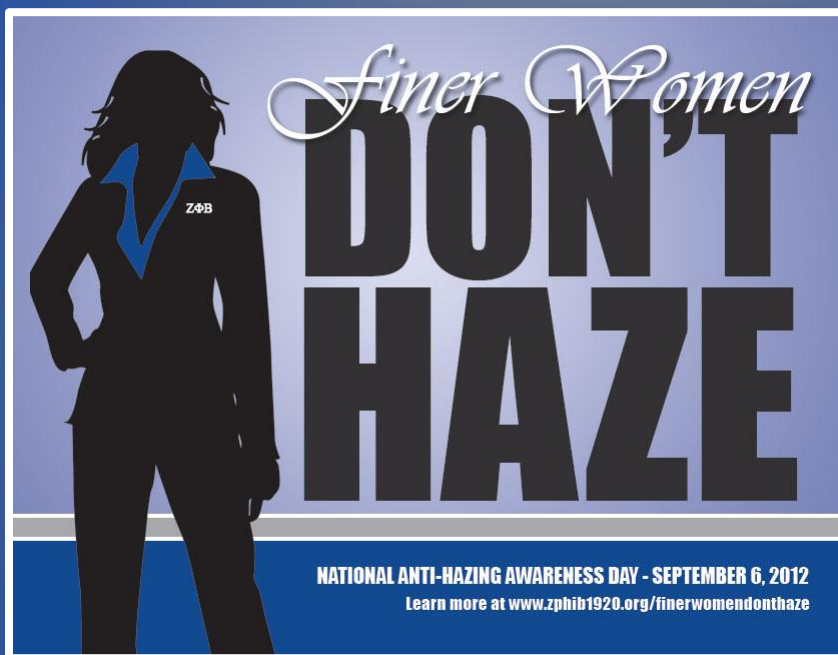
Thank you for your participation and continued efforts to end the culture of hazing in Zeta Phi Beta Sorority, Incorporated and to put forth our ideals of Finer Womanhood!

FINER WOMEN DON'T HAZE

REPORTING FORM

**Due to State Directors
by October 5, 2012**

**Editable form available on
National Web site**



**Awareness Graphic
For Social Media**

**Available on the
National Web site**



RELATED SOURCES

Allan, Elizabeth and Madden, Mary, *Hazing in View - College Students at Risk* (2008)

Jones, Ricky L., *Black Haze* (2004)

Converge and Associations, *Enhancing Cultural Competency* (2009)

Phi Beta Sigma Fraternity Web site: www.pbs1914.org

National Action Network Web site: nationalactionnetwork.net

Hazing.cornell.edu

HazingPrevention.org

HazingPrevention.org, "2011 National Hazing Prevention Week Guide"

StopHazing.org

U.S. Department of Education Office of Higher Education