

SECTION: WELCOME

<p>FACILITATOR TALKING POINTS</p>	<p>WELCOME & INTRODUCTION <i>Welcome the group at the door and have music playing, if possible.</i></p> <p><i>Introduce yourself. Include name, background with Alpha Sigma Phi, and any other brief personal details you'd like to include. Be sure to include a detail related to the curriculum to establish credibility.</i></p> <p><i>Take attendance with a sign-in sheet.</i></p> <p>AGENDA Today we are going to spend time together discussing Brotherhood. We will spend a majority of our time talking about how you can do something individually to make a difference.</p> <p>What do you hope to gain from today's conversation? In other words, how do you think I can best help you? I want to spend our time so that it is most beneficial for you.</p> <p>Let's get started.</p> <p>What does it mean to be an Alpha Sig? We state what it means to be an Alpha Sig in a variety of ways – through our public values and our Code of Conduct. We will discuss this throughout the program today.</p> <p>Who here knew that upon joining Alpha Sigma Phi, you committed to <i>hold myself and my brothers accountable for their actions, and understand that I always represent the Fraternity?</i></p> <p>The purpose of today's conversation is to focus on that commitment we made through the lens of keeping our members and guests safe.</p> <p>TODAY'S FRATERNITY In the last year, Alpha Sigma Phi Chapters have been suspended or closed for a variety of reasons – most of them however were because individuals drank so much alcohol they needed medical assistance, some members wrote in a GroupMe and they were screenshot, and disgruntled former new members provided information to the Fraternity and their University about their new member experience. We also had unprecedented situations where members wrote racist comments in chats and these were shared rapidly. While we</p>	<p>TIME: 30 Minutes</p>
--	--	------------------------------------

won't dive into anti-racist programming your Chapter can do to proactively address those incidents today, that's a great opportunity for your Chapter moving forward.

Would you know how to respond if this happened in your Chapter?

We hear a lot 'everyone's doing it', 'we're not even the worst by far' 'we got ideas from our friends at other schools' or 'we know Johnny, he wouldn't do that'. Either we are the most unlucky Fraternity in the world or we bear accountability for our actions.

Let's dive into threats that face our Fraternity and how we can be a group that goes through a Conduct process or how we can evolve.

BIGGEST THREATS

In 2019-2020, 8 Chapters of Alpha Sigma Phi closed but more than 15 were placed on a conduct status with their College for their own actions.

What do you believe is the greatest source of allegations?

So, what are the biggest threats to our organizations?

Here are the biggest threats –

1. Ourselves. Our own actions that we knowingly do even though it violates our own morals and ethics. Conversely, not focusing on ourselves and our Brotherhood. *Remember, we said we would hold ourselves and our Brothers accountable for their actions. If we know hazing (or whatever your Chapter does that's harmful) is wrong, then why do we do it?*
2. Members who quit or that we kick out – too often we let members leave our organization disgruntled because of how we treated them. We didn't provide them the brotherhood they wanted and expected.
NOTE: This isn't to say we shouldn't hold members accountable.
3. Members who we knowingly allow to not complete their financial commitment but still attend events. This is a quick way to ensure you get into debt.
4. Non-members at social events that we don't really know. These individuals go back to their residence halls and are quick to let anyone/everyone know they were at Alpha Sig – especially if they think it will help protect them in a conduct situation
5. Our constituents – they can be our greatest ally or our biggest obstacle. You may believe everyone is out to get you but it's only that way if you allow it to be.

	<p>6. Social Media – what is the story our members share on social media about our experience? You will hear me say this a few times, but you or the Chapter is responsible for what’s posted, even if you think it was posted in your private GroupMe.</p> <p>Let’s take a quick pause here and split the group into 6 teams. Each team will brainstorm why the threat exists and provide at least 1 idea on how to counteract it.</p> <p>Go!</p> <p>Let’s start with team #1. What did you come up with?</p> <p>What was the purpose of this activity? What is 1 idea that you can take away from this activity?</p> <p>Is there a topic you wish to discuss more throughout Responsible SIG?</p> <p>Remember, our members are our greatest asset and our greatest liability. What we permit, we promote.</p> <p>Today we will focus our energy on our Health and Safety Guidelines for 2020.</p>	
--	--	--

SECTION: HEALTH & SAFETY GUIDELINES

<p>FACILITATOR NOTES</p>	<ul style="list-style-type: none"> ▪ <i>The purpose of this section is to review the Fraternity's Health & Safety Guidelines and Amnesty Guidelines.</i> 	
<p>FACILITATOR TALKING POINTS</p>	<p>ALCOHOL, DRUGS, HAZING, & SEXUAL ASSAULT</p> <p>One resource provided to you by the Fraternity that can assist you in managing situations involving health and safety is the Fraternity's Health & Safety Guidelines. Please feel free to take notes on your handout and you will see some items are intentionally left out. <i>Distribute the Fraternity's Health & Safety Guidelines.</i></p> <p>The Health & Safety Guidelines ultimate message isn't what not to do – it is how to do it as safely as possible, execute events in such a way that our insurance will cover you in the event something does go wrong. The goal is to protect you and your guests and keep your chapter/provisional chapter around for you to return to as an alumnus.</p> <p>First and foremost, we need to define what constitutes an event of the Fraternity. Essentially, when do these guidelines apply?</p> <p><i>Allow the brothers to respond.</i></p> <p>There is no magic number of individuals needed to be present for an event to be labeled an Alpha Sigma Phi event. An event “qualifies” as an Alpha Sigma Phi event when any reasonable observer would associate the event with the Fraternity. For example, if you are hosting a party at your off-campus house (not the Fraternity's house) and a bunch of cars with Alpha Sigma Phi letters are parked on the street, your neighbor may associate the party with Alpha Sigma Phi.</p> <p>So, what about events labeled as “unofficial...” Do the Health & Safety Guidelines apply to unofficial events?</p> <p>Can someone share an example of an unofficial event?</p> <p>Here is the barometer the Fraternity will use to determine if it was an event if there is a health and safety violation –</p> <ul style="list-style-type: none"> ▪ <i>What about that event actually qualifies it as an event of the Fraternity?</i> ▪ <i>How were people invited?</i> ▪ <i>Who paid for it?</i> ▪ <i>What story does social media tell?</i> ▪ <i>What percent of members were present?</i> 	<p>TIME: 60 Minutes</p>

The moral of the story is that there is no such thing as an unofficial event. Unofficial events get groups in trouble – official events rarely do.

*Be sure to explain that campus policies do exist and will affect them as well. It usually comes up at this point that a campus has a specific number that constitutes a social event. **In addition, Chapters are expected to adhere to COVID-19 policies as well as local, state, and federal guidelines. Your Chapter can and will be held accountable by the College/University for violating these policies.***

Reviewing every point of a campus guideline is beyond the scope of this presentation. The President and VP of Standards should schedule a meeting with their fraternity/sorority advisor and/or IFC to learn how the other policies affect the chapter/provisional chapter.

It is best to assume all gatherings of brothers constitute an event of the Fraternity whether or not it is deemed official or unofficial.

Example – We had a Chapter in spring 2020 found responsible by a University Hearing Board for an event that they did not host, pay for, or advertise. However, our President was standing near the door, so the Hearing Board said that was enough for them to believe it was an Alpha Sigma Phi event. There are no facts left out here – that was the scenario.

While we may agree or disagree with that rationale, the decision stood.

As we review the Guidelines, remember that the goal of the Guidelines is to help you manage events while having fun.

MADLIBS

Let's review the document you have received. As you can see, some key parts have been removed but together we will work to complete it. If you have a question about any guideline as we review it, please let me know.

(Facilitator note: You can do this as a large group or split the group into teams and have it be a competition on who can complete it first!)

(Facilitator note: Encourage the question 'why' to have the members understand why the guideline exists – that will help with implementation!)

We will start with alcohol –

	<ul style="list-style-type: none"> ▪ The [redacted], [redacted], [redacted] must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide, or be provided alcoholic beverages. (<i>Chapter, Member and Guests</i>) ▪ Alcoholic beverages must either be: <ul style="list-style-type: none"> ▪ a. Provided and sold on a [redacted]-[redacted] by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); (<i>Per-Drink Basis</i>) or ▪ b. Brought by individual members and guests through a [redacted]-[redacted] system. (<i>Bring-Your-Own Beverage</i>) ▪ Alcoholic beverages that contain greater than [redacted] alcohol by volume (or 30 proof) are prohibited, including, but not limited to any [redacted]. (<i>15%, Hard Alcohol</i>). <ul style="list-style-type: none"> ▪ What alternatives to hard alcohol can we provide? ▪ NOTE: <i>While Alpha Sigma Phi has committed to this previously, now all NIC Fraternities have committed to a ban on all hard alcohol.</i> ▪ [redacted] of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event). (<i>Common Sources</i>) ▪ Attendance by non-members at any event where alcohol is present must be by [redacted]. Events must be limited to a guest-to-member ratio of no more than [redacted] for events with alcohol, provided that no event may exceed fire code. At least 50% of Prudential Board members must be present at any event with alcohol, with required presence by the [redacted] and/or the Vice President of Standards. (<i>Invitation Only, 3:1, Chapter President</i>) <ul style="list-style-type: none"> ▪ Remember, your school may have temporary COVID-19 restrictions! ▪ Alcoholic beverages must not be purchased with [redacted] or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.). (<i>chapter funds</i>) ▪ Any event or activity related to the new member joining process (e.g., recruitment, rush, etc.) must be [redacted]. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to “bid night,” “big/little” events or 	
--	--	--

activities, “family” events or activities, and any ritual or ceremony. (*substance free*)

- The chapter, members or guests must not permit, encourage, coerce, glorify, or participate in any activities involving the rapid consumption of alcohol, such as [redacted]. (*drinking games*)
- A chapter must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol. A chapter must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter event.
- The chapter, members and guests must follow the [redacted] law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on chapter premises or at any activity or event sponsored or endorsed by the chapter. (*Federal*)

Why do these guidelines exist? Is there one that you think that if the Chapter fully implemented, would create a safer experience?

As a reminder, Alpha Sigma Phi has partnered with Aware Awake Alive. Aware Awake Alive is an organization that provides resources to high school and college students to raise awareness for how to prevent alcohol overdose.

Bringing awareness to this organization not only benefits your campus but it also gives members the opportunity to learn skills that could save a brother’s life.

Aware Awake Alive has provided us with Must Help cards that are now available for download from the Fraternity website. These are great reminders of when we should intervene to help someone. If you go to **bit.ly/ASPHealthandSafetyCard** OR **bit.ly/ASPSaveALife** you can download a card to your phone now!

Who would like to share what MUST HELP stands for?

The signs of alcohol overdose are:

- *Mental confusion*
- *Unresponsiveness*
- *Snoring/gasping for air*
- *Throwing up*
- *Hypothermia*

- Erratic breathing
- Loss of consciousness
- Paleness/blueness of skin

Ask if anyone has ever been in a situation where they had to help someone experiencing an alcohol overdose. **What did they do? How was the situation handled? Would they change anything now looking back?**

If someone is experiencing the symptoms of alcohol poisoning or overdose, they need medical help immediately. Call 911. You will never regret calling for help.

We haven't yet discussed it, but the Fraternity will provide amnesty to a Chapter who gets help! Remember – if you remember one thing, it is to **GET HELP!**

In addition to Aware Awake Alive, Alpha Sigma Phi also has partnered with Shatterproof. Shatterproof is a national nonprofit organization dedicated to ending the devastation addiction causes families. Did you know that addiction is the third-leading cause of preventable death in the US? To learn more about Shatterproof and how your Chapter can get involved, contact Fraternity Staff.

Alpha Sig's, through our Minimum Expectations in our Code of Conduct have publicly committed to not abuse, nor support the abuse of, alcohol or controlled substances.

We will now transition to our **Hazing** section –

No chapter, provisional chapter, student, or alumnus shall conduct nor condone hazing activities. **_____ or _____ by a person being hazed is not a defense.** (*permission or approval*).

Hazing activities are defined 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, including drinking games;
- Paddling in any form;
- Creation of excessive fatigue;
- Physical and psychological shocks; 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 academic achievement, fraternal law, ritual or policy, or the regulations and policies of the educational institution, or applicable state law.

The Membership Orientation Program shall be executed by the [redacted] of [redacted] (*Vice President of Membership Enrichment*). **If the Chapter chooses to have other Brothers participate, the President and Membership Enrichment Advisor must approve all activities.** All events shall take place between [redacted] a.m. and [redacted] p.m. (*10:00 a.m. and 10:00 p.m.*).

What do you believe are the most common rationales for hazing that we hear?

- We didn't know this was occurring. The seniors planned this without telling us.
- The new members wanted to be hazed.
- We wanted to create an experience so that they felt like they accomplished something.
- It creates unity amongst the new member class.
- The other Fraternities are much worse.

FACT: We receive more phone calls and emails from parents and new members with allegations in any time in our history. No one wants to die for our Fraternity. It's very difficult for a Chapter to dispute a first-hand account for hazing.

Finally, let's review the Fraternity's section on **Sexual Abuse and Harassment**, which in reality, is just a guideline to say be a good human being.

The Fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions, activities, or events, whether on chapter premises or an off-site location which are demeaning to women or men, including but not limited to verbal harassment, sexual assault by individuals or members acting together. The employment or use of strippers, exotic dancers, or similar, whether professional or amateur, at a fraternity event as defined in this guideline is prohibited.

	<p>Remember, we committed to <i>respect the dignity of all persons; therefore, I will not physically, psychologically, or sexually abuse any individual.</i></p> <p>Alpha Sigma Phi has also partnered with RAINN to provide support for our Brothers and campuses on sexual assault.</p> <p>Who has been a victim of sexual abuse or knows someone who has?</p> <p>Who here has intervened with a friend or Brother when they felt they were putting themselves in a bad situation?</p> <p>How do you intervene? In many instances of sexual assault, there were many times someone could have intervened to stop the issue.</p> <p><i>Facilitator note: Rather than speak about 'how to ask for consent', spend a considerable time discussing how to intervene with a brother who has potentially consumed too much alcohol and is making unwanted advances. If time permits, ask the Brothers to act out intervening – one member can play the potential victim, the other Brother the potential assailant, and a handful of Brothers can intervene.</i></p> <p>Strategies to intervene include:</p> <ul style="list-style-type: none"> ▪ Taking the Brother to get food ▪ Asking the friends of the guest to take the individual out of the event ▪ Shutting down the event ▪ Establish a 'code word' with the Chapter <p>WHAT CAN I DO?</p> <p>You may ask yourself, what can I do to help my Chapter? Well, it's easy and you already agreed to it.</p> <p><i>Ask the Brothers to stand up. We will now do a Cross the Line activity.</i></p> <p>I want to read a few statements. If you believe the statement embodies you at all times, step forward. If it doesn't, stay still.</p> <ul style="list-style-type: none"> ▪ I maintain a commitment to excellence in all of my endeavors. ▪ I respect the dignity of all persons; therefore, I will not physically, psychologically, or sexually abuse any individual. ▪ I am a financially responsible individual to both my chapter and the international fraternity. 	
--	---	--

	<ul style="list-style-type: none"> ▪ I do not abuse, nor support the abuse of, alcohol or controlled substances. ▪ I do not use, nor support the use of, illegal drugs. ▪ I achieve academic excellence. ▪ I hold myself and my brothers accountable for their actions and understand that I always represent the Fraternity. ▪ I pursue the values of Silence, Charity, Purity, Honor, and Patriotism through my actions and deeds. ▪ I do not condone the discrimination of any individual based on: race, color, national origin, ethnicity, religion, gender, sexual orientation, physical ability, or age. ▪ I encourage my Brothers to demonstrate the behavior that exemplifies these statements. <p>What did I just read? <i>The Fraternity Code of Conduct.</i></p> <p>Which do we struggle most with as a Brotherhood? What do we want to work on for next year? How will we work on it?</p> <p>How will our Chapter be better if we all committed to improve in that area?</p> <p>How will we confront Brothers who do not adhere to these minimum expectations? Does someone have an example of a time when they confronted a Brother?</p> <p>Remember, these are base expectations, but chapters establish the specific expectations and consequences. Chapters enforce expectations by communicating them during recruitment and holding accountable members who break them.</p> <p>Before we move on, I want to review what we've learned:</p> <ul style="list-style-type: none"> ▪ No hard alcohol. ▪ Call for help! ▪ The Fraternity cannot provide alcohol to anyone. ▪ Know your guests and don't admit anyone who is already drunk! ▪ There can be no alcohol in the recruitment or new member process. ▪ What you post in your private Facebook group or GroupMe is not actually private. <p>What questions do you have?</p> <p>4 CORNERS To get us started on making better decisions, we are going to discuss the activities of the Chapter.</p>	
--	--	--

I am going to cite a few events in the year of a Chapter. We have 4 corners of this room which will now be – high risk/high values, high risk/low values, low risk/high values, and low risk/low values. You can define risk how you feel, but values should be measured by how the event correlates with the 5 values of Alpha Sigma Phi. I want you to think critically about what makes up each event. You should go to the corner that you think the event would go into. There are no right or wrong answers and people can have different perspectives.

For example, if I say, 'Community Service Event', would you say that's HIGH on Alpha Sigma Phi values? Since we value Charity as an organization, yes you would. Are our service events LOW or HIGH risk? Most likely they are LOW risk. You would go to the LOW RISK, HIGH VALUES corner.

- Bid Day/Night
- Big/Little Reveal
- Initiation
- Homecoming
- Random Friday Night Party
- Tailgating
- Out of Town Formals
- Intramurals
- Social Event w/ a Sorority
- Would anyone like to add an event?

Based on this conversation, are there events you want to start, stop, or adapt?

Why does it help to think about our events in terms of values? In terms of risk?

What was the purpose of this activity?

AMNESTY POLICY

Now that you're aware of the Fraternity's Health & Safety Guidelines, you have the ability to analyze your choices more thoroughly and ask yourself...at what point will I intervene? At what point will I help my chapter/provisional chapter make a wiser decision? And at what point will I ask for help if something happens?

With regard to your health and safety, Alpha Sigma Phi has an Amnesty Policy.

Can a member please read the policy?

"If a member assists another person in obtaining immediate and appropriate medical care related to the use or

	<p><i>consumption of alcohol, drugs, or to another medical emergency, then that member, as well as those who are assisted, will not be subject to individual disciplinary action with respect to the incident. This is the case even if the member who is assisting was a contributing factor to that emergency.”</i></p> <p><i>“Chapters/provisional chapters who get help and properly report alleged violations of our Health & Safety Guidelines, including completing a detailed incident report within 24 hours of the alleged incident, will be granted amnesty from insurance surcharges. Consideration will also be given when deciding sanctions and restrictions with the benefit being given to chapters/provisional chapters who properly report alleged incidents within 24 hours and are self-governing.”</i></p> <p>Why do you think the Fraternity wants you to submit an incident report as soon as possible (within 24 hours)?</p> <p>The Fraternity has processes in place to help you during difficult times, so you aren’t overwhelmed.</p> <p>In today’s times, ANY incident can result in a member injury, negative PR, or a chapter suspension. We can’t risk losing any minutes.</p> <p>So, if your chapter/provisional chapter does incur surcharges, what does that look like?</p> <p>“INSURANCE SURCHARGES Chapters/provisional chapters found in violation of our Health & Safety Guidelines that did not complete an Incident Report will receive an additional \$50 per member fee if any of the following occur:</p> <ul style="list-style-type: none"> ▪ Consumption of hard alcohol or liquor by any member or guest at any Alpha Sigma Phi event (official or unofficial) unless a third-party vendor is used. ▪ Possession or usage of any illegal drug by any member or guest at any Alpha Sigma Phi event (official or unofficial) or on property owned or leased by Alpha Sigma Phi or that would be considered to be an Alpha Sigma Phi “house”. ▪ Hazing ▪ Sexual assault or any action that is viewed as demeaning in language and/or behavior.” <p>Who can remind me what qualifies as an event of the Fraternity?</p>	
--	--	--

	<p>The Amnesty Guidelines states, “A fraternity event is defined as, “Any situation sponsored or endorsed by the chapter/provisional chapter; or any event which a reasonable observer would associate with the fraternity.”</p> <p>Why do you think the Fraternity applies an additional monetary sanction for chapters/provisional chapters that commit certain acts?</p> <p>What happens to your car insurance when you have a wreck or get a ticket? It goes up. The same applies when the Fraternity needs to use its insurance Policy. The surcharges help prevent the Fraternity from needing to raise the membership fees for the entire organization when one chapter causes insurance prices to go up. Alpha Sig is charged by our insurance company for violations; however, the surcharge is just a fraction of the cost that we often pay out.</p> <p>In addition to financial consequences, the chapter and individuals may face sanctions including civil and/or criminal charges. Alpha Sigma Phi has supported the expulsion of members from their colleges for hazing new members. We have also assisted in pressing charges against members.</p> <p>Remember, if you complete an Incident Report within 24 hours of the alleged incident, the Fraternity will provide you Amnesty. We are here to help you but can only do so if you allow us.</p> <p>IMPORTANT: The Chapter President should immediately contact the Fraternity if any of the following occurs:</p> <ul style="list-style-type: none"> ▪ <i>(Facilitator note: Ask the undergraduates before providing answers!)</i> ▪ Medical Transport ▪ Hazing ▪ Sexual Assault ▪ Email from Student Conduct ▪ Email from Fraternity/Sorority Advisor regarding a potential Code of Conduct violation 	
TRANSITION	<p>The points made in the Fraternity’s Health & Safety Guidelines are meant to help chapters/provisional chapters manage situations. The Amnesty Guidelines is meant to encourage chapters/provisional chapters to properly report incidents to protect members as well as the organization.</p>	

SECTION: CREATING A CULTURE OF ACCOUNTABILITY

<p>FACILITATOR TALKING POINTS</p>	<p>We are going to spend the next chunk of time discussing the role of choices and accountability.</p>	
<p>FACILITATOR TALKING POINTS</p>	<p>CROSS THE LINE Let's start the conversation to see what standard we are each at.</p> <p>We will first do this as an active activity. Please stand up in a line (or whatever shape the room allows). If you agree to the prompt, please take a step forward. If you do not, you can stay where you are. You can return to your original place after each prompt. This is a silent activity.</p> <ul style="list-style-type: none"> ▪ I am aware of the expectations of the membership. (+1) ▪ I have been late with a dues payment. (-1) ▪ I have shared a secret about a Brother or the Fraternity with someone outside of the Fraternity. (-1) ▪ I speak to Brothers when I have a personal issue with them. (+1) ▪ I have given one of the Chapter officers feedback for how he does in his position. (+1) ▪ If events are not mandatory, I may not attend even if I have nothing going. (-1) ▪ I have recruited at least 1 member to our Chapter. (+1) ▪ I attend our service events. (+1) ▪ I have been too drunk at a party. (-1) ▪ I have posted something on social media (GroupMe, SnapChat, Instagram, etc.) that may have reflected poorly on my Chapter. (-1) <p>Next, everyone can sit, and I will re-read the statement. If you would have stepped forward, please add one point or subtract one point depending on what I say. If it doesn't apply to you, you don't need to give yourself any points. No one will know how you answered each individual question.</p> <ul style="list-style-type: none"> ▪ <i>Facilitator note: Re-read all of the statements above with their point total.</i> ▪ Everyone should stand up! <ul style="list-style-type: none"> ○ If you have 5 points, stand here... ○ 4... ○ 3... ○ 2... ○ 1... ○ 0 (or negative points) ... <p>What does this tell you?</p>	<p>TIME: 20 Minutes</p>

	Are there opportunities for you to personally improve? What about the Chapter?	
FACILITATOR TALKING POINTS	<p>MEMBERSHIP EXPECTATIONS</p> <p>It's hard to know how we can positively contribute to the Chapter if we are not aware of our membership expectations. I have created 5 groups so that you can each come up with 1 membership expectation for each category. The expectation should be tangible and considered a minimum expectation of membership. For example, there is not a category for involvement on campus, but if there was that category, my group may say each member is expected to be part of one other student organization. The Chapter can later determine what motivation strategies it chooses to incorporate to help Brothers achieve these expectations.</p> <p>Please take 5 or so minutes.</p> <ul style="list-style-type: none"> ▪ Philanthropy/Service ▪ Academics ▪ Brotherhood ▪ Financial ▪ Recruitment <p>Let's have each group share.</p> <ul style="list-style-type: none"> ▪ <i>Facilitator note: After each group shares, ask the room for consensus if that expectation is reasonable and appropriate.</i> ▪ <i>Facilitator note: Ask the VP of Communications to maintain this list of expectations so that they can follow up with them during the next Prudential Board meeting.</i> 	TIME: 20 Minutes
FACILITATOR TALKING POINTS	<p>SALAMI SANDWICH</p> <p>I believe we all now understand that accountability starts with the individual and that we all play a role. Accountability can be something very specific to the Fraternity, but it can also be when you have a problem with another Brother.</p> <ul style="list-style-type: none"> ▪ What are some examples of times you all have had problems with each other? <p>Our final activity on this topic reflects back on one of the questions during the Cross the Line activity. I speak to Brothers when I have a personal issue with them. This isn't about holding yourself and others accountable. This is about holding yourself and others to a higher standard.</p> <p>Who has spoken to a Brother about a personal issue? What did that look like? Does someone feel comfortable sharing?</p>	TIME: 8 Minutes

	<ul style="list-style-type: none"> ▪ What ideas do you have to do start this conversation? ▪ Here are a few strategies for you – <ul style="list-style-type: none"> ○ The goal when you start the conversation should not be to be right. ○ Think about how you personally contributed to the problem. ○ Consider your tone, tact, and timing. <ul style="list-style-type: none"> ▪ What do I mean by this? Let’s dissect each point – <ul style="list-style-type: none"> • Tone? • Tact? • Timing? <p>I want you each to think about a salami sandwich. What would happen if I would go into your apartment and put a salami sandwich under your couch cushion?</p> <ul style="list-style-type: none"> ▪ You may not notice it the first few days. However, after it’s sat under the cushion you might start to notice a smell. After a while, it actually stinks, and it becomes very difficult to remove the smell. ▪ How does this relate to our Brotherhood? ▪ By standing up, who here has let a salami sandwich linger to long under the couch with a Brother? <p>Let’s keep in mind our salami sandwiches as we move to the end of our time together.</p>	
TRANSITION	<p>While we have spent most of our time talking about our Chapters, we want to spend time on the individual members. We consistently receive feedback that our Chapters want to discuss mental health. We said at the beginning that we want to keep our members safe – that’s not only through the Health and Safety Guidelines but also through how we care for each other.</p>	

SECTION: MENTAL HEALTH

<p>FACILITATOR TALKING POINTS</p>	<p>Before we leave today, we want to discuss mental health and a new philanthropic partner for the Fraternity.</p>	
<p>FACILITATOR TALKING POINTS</p>	<p>MENTAL HEALTH</p> <p>Will everyone please stand up? I am going to read a statement, and based on the parameters, I want you to stand where you believe the answer is. All statistics provided are from Active Minds, Alpha Sigma Phi's new philanthropic partner which I will discuss more at the end.</p> <p>_____ % of students in college experience a significant mental health issue. The two ends of the spectrum are 0 and 100%. Please stand where you think the correct answer is. (39%)</p> <p>_____ % of students with anxiety or depression don't seek treatment. We will once again use 1 to 100%. (66%)</p> <p>Suicide is the # _____ leading cause of death among students. The ends of the spectrum will be 1 and 10. (2)</p> <p>_____ % of college students first tell a friend they are feeling suicidal before telling anyone else. The spectrum is 1 to 100. (67%)</p> <p>_____ % of us will experience a mental health condition in our lifetime. 1 to 100. (50%)</p> <p>_____ # of people decide not to go through with a suicide attempt for every person who dies by suicide. We will use 1 to 500. (280)</p> <p>SIGNS AND SYMPTOMS</p> <p>So, what are the signs and symptoms that a Brother may be struggling?</p> <p>Here are the 12 that Active Minds says you may notice, albeit not universal. To show that these feelings can occur with all of us, as I read them out, please stand up if at any time you have exhibited the statement. (NOTE: It may not be as a result of mental health)</p> <ol style="list-style-type: none"> 1. Feelings of hopelessness or worthlessness, depressed mood, poor self-esteem, or guilt. 	<p>TIME: 30 Minutes</p>

	<ol style="list-style-type: none"> 2. Withdrawal from friends, family, and activities you used to enjoy. 3. Changes in eating or sleeping patterns. 4. Anger, rage, or craving revenge. 5. Feeling tired or exhausted all of the time. 6. Trouble concentrating, thinking, remembering, or making decisions. 7. Restless, irritable, agitated, or anxious movements or behaviors. 8. Regular crying. 9. Neglect of personal care. 10. Reckless or impulsive behaviors. 11. Persistent physical symptoms such as headaches, digestive problems, or chronic pain that do not respond to routine treatment. 12. Thoughts about death or suicide. <p>Who here has experienced these feelings?</p> <p>Who here has helped a friend who has experienced these feelings? What advice would you give to others?</p> <p>V-A-R</p> <p>Basic V-A-R is Active Minds' everyday guide for everyday challenges. It's about showing up for one another in our everyday struggles. The main messages that we want to convey to our Brothers: "I'm here for you", "It's ok to not be ok", "The world needs you here"</p> <p>The letters V-A-R correspond to three steps: Validate- Appreciate-Refer.</p> <p>1. VALIDATE THEIR FEELINGS</p> <p>Let them know what they're feeling is okay and that you believe them. Validation sounds like...</p> <ul style="list-style-type: none"> ▪ "That makes sense." ▪ "That sounds difficult." ▪ "I'm sorry you are struggling right now." <p>2. APPRECIATE THEIR COURAGE</p> <p>Speaking up can be a challenging step – let them know it's a good one. Also show you're there to support them. Affirmation sounds like...</p> <ul style="list-style-type: none"> ▪ "Thank you for sharing." ▪ "You are not alone." ▪ "I'm here for you." 	
--	--	--

3. REFER THEM TO SKILLS AND SUPPORT

Let them know help is available and refer them to appropriate resources. Refer sounds like...

- “Sometimes taking time for self-care and listening to a comedy podcast helps me, can we do that together?”
- “I’ve been using this meditation app. It’s really helped me slow down my thoughts.”
- “I think it might be helpful to talk to someone. I can stay with you while we call/text a hotline.”

Remember, you don’t have to be an expert to help, you just have to be there.

COPING

Finally, we want to discuss effective coping strategies. **What effective ways do you cope with stress?**

What are effective strategies for coping with stress in healthy ways and prioritizing self-care on a regular basis?

ACTIVE MINDS

As I stated previously, Alpha Sigma Phi has partnered with Active Minds to provide support and resources to its members. Active Minds is the nation’s premier nonprofit organization supporting mental health awareness and education for students.

Active Minds has great resources for our members and Chapters can create signature events to support Active Minds at any time in 2020-2020. If your Chapter would like to learn more about Active Minds or host an initiative to support them, please contact Fraternity Staff. As a reminder, your campus also has mental health resources.

Can anyone share what resources are available to students?

Finally, mental health is on the rise among young adults. Rates of depression and anxiety have increased significantly in the past ten years among 18-24-year olds. There are many reasons for this, including decreased social connection (which involvement with Alpha Sig helps to combat), decreased quality and quantity of sleep due to screen time, 24/7 news cycle, hyper online connections and comparison culture, unprecedented student debt/economic prospects, and more.

	<p>THE GOOD NEWS: while mental health challenges are on the rise among this generation, stigma is decreasing significantly. Young people have very low levels of stigma around mental health and help-seeking. Let's talk about that! If you are struggling, the people around you are very unlikely to think less of you and are very likely to want to be there for you. Also, seeking support and treatment for mental health challenges is on the rise.</p>	
<p>FACILITATOR TALKING POINTS</p>	<p>CLOSING <i>Please provide a few closing thoughts. You may choose to review the highlights of the program.</i></p> <p>Depending on time, ask the audience if there are any questions you can answer.</p>	<p>TIME: 2 Minutes</p>