

SECTION: WELCOME

<p>FACILITATOR TALKING POINTS</p>	<p>WELCOME & INTRODUCTION <i>(Facilitator note: Responsible SIG is written to be facilitated without technology. However, if you have access to PowerPoint, there are opportunities to add visual representations to the program, including live polling. A sample slidedeck can be sent upon request.)</i></p> <p>Welcome the group at the door and have music playing, if possible.</p> <p>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.</p> <p>Take attendance with a sign-in sheet. The Chapter is required to submit the attendance sheet within 48 hours of the program. It should be the original sign in sheet with legible signatures. The facilitator should sign the attendance sheet.</p> <p><i>(Facilitator note: When in doubt, allow the Brothers to respond to the prompts. The intent of the program is to be highly engaging.)</i></p> <p>AGENDA Today we are going to spend time together discussing Brotherhood. What does it mean to be a Brother? What does it mean to keep each other safe? What does it mean to be a friend?</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>TIME: 15 Minutes</p>
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The purpose of today's conversation is to focus on that commitment we made through the lens of keeping our members and guests safe.

TODAY'S FRATERNITY

What were some of the challenges our chapters face? In other words, what were the most common incidents occurring in our Chapters?

- Alcohol Transports
- Hazing
- Disgruntled Members
- GroupMe's / Social Media
- Non-members at social events

These incidents didn't go away because of the pandemic. Maybe we didn't see them as often and maybe we made positive change. We saw a lot of the same incidents return last year as members went back to in-person school.

We will talk through alcohol and hazing as part of our Health and Safety Guidelines. Let's dive into the others for a few minutes.

When we say "disgruntled members", what do you think we mean? Why would a member become disgruntled? What do you think happens once the member has become that way?

What is one thing you can do to prevent this?

Generally, it comes down to finances. The best advice is to be up front about the cost of membership and what you expect of members. Much like someone who had a bad experience at a restaurant, disgruntled members share their experiences with everyone they know.

When we say GroupMe and social media, what are typical challenges that come from a GroupMe?

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 or Snapchat.

What are the challenges with non-members at social events?

We don't know them. We don't know what they drank prior to coming to our event. We don't know anything. And then 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.

	<p>Have we seen any of these five situations in our Chapter? <i>Allow the brothers to respond.</i></p> <p>Is there a topic you wish to discuss more throughout Responsible SIG? <i>Allow the brothers to respond.</i></p> <p>Remember, our members are our greatest asset and our greatest liability. What we permit, we promote.</p> <p>Thank you for that discussion. It should continue after today's program.</p> <p>Today we will focus our energy on our Health and Safety Guidelines.</p>	
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SECTION: HEALTH & SAFETY GUIDELINES		
FACILITATOR NOTES	<ul style="list-style-type: none"> ▪ <i>The purpose of this section is to review the Fraternity's Health & Safety Guidelines and Amnesty Policy.</i> 	
FACILITATOR TALKING POINTS	<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.</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>Before we review our guidelines, please know that these Health and Safety Guidelines are for the Fraternity. Most every other Fraternity has identical Health and Safety Guidelines. However, your school may have different expectations and we will not review those today.</p> <p>First and foremost, we need to define what constitutes an event of the Fraternity. Essentially, when do these guidelines apply? <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 birthday party for a Brother at your off-campus house (not</p>	<p>TIME: 45 Minutes</p>

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. The school will associate it with the Chapter.

So what about events labeled as "unofficial..." Do the Health & Safety Guidelines apply to unofficial events?

Can someone share an example of an unofficial event?

Here is the barometer the Fraternity will use to determine if it was an event when there is a potential health and safety violation –

- *What about that event actually qualifies it as an event of the Fraternity?*
- *Where was the event?*
- *How were people invited?*
- *Who paid for it?*
- *What story does social media tell?*
- *What percent of members were present?*
- *Were officers present and did they knowingly plan the event within their role?*

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.

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.

As we review the Guidelines, remember that the goal of the Guidelines is to help you manage events while having fun. It's not fun if someone goes to the hospital. It's not fun when you participate in a College conduct process.

4 CORNERS

At the end of this activity, I will hand you all of our Health and Safety Guidelines so you leave here with it. However, we

will see where we are at as a group by testing our knowledge on some of the important guidelines. I will ask you a question and you go to the corner where you think the right answer is.

If you have a question about any guideline as we review it, please let me know.

(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 – again, this is just a random selection of the Guidelines but I will provide you the full copy soon.

- Alcoholic beverages that contain greater than [redacted] alcohol by volume (or 30 proof) are prohibited, including, but not limited to any hard alcohol.
 - **Corner 1 – 10%**
 - **Corner 2 – 15%**
 - **Corner 3 – 20%**
 - **Corner 4 – 30%**
 - **What alternatives to hard alcohol can we provide?**

- [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).
 - **Corner 1 – Large Amounts**
 - **Corner 2 – All Types**
 - **Corner 3 – Kegs**
 - **Corner 4 – Common Sources**

- Attendance by non-members at any event where alcohol is present must be by invitation only. Events must be limited to a guest-to-member ratio of no more than [redacted] : [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 President and/or the Vice President of Standards.
 - **Corner 1 – 2:1**
 - **Corner 2 – 1:1**
 - **Corner 3 – 3:1**
 - **Corner 4 – No Limits**

- 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.).
 - **Corner 1 – New Member Dues**
 - **Corner 2 – Chapter Funds**
 - **Corner 3 – Money from Guests**
 - **Corner 4 – Your Advisors Credit Card**

- 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.
 - **Corner 1 – Federal**
 - **Corner 2 – State**
 - **Corner 3 – Local**
 - **Corner 4 – Fraternity**

Great job! Now let's speak more on alcohol. *I will hand out our Health and Safety Guidelines at this time. Ask members to take a few minutes to read the alcohol and drugs section.*

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 identified MUST HELP to know when you need assistance. These are signs of alcohol overdose.

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*

	<ul style="list-style-type: none"> ▪ <i>Paleness/blueness of skin</i> <p>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?</p> <p>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.</p> <p>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!</p> <p>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.</p> <p>Alcohol overdose and addiction and drug overdose and addiction resemble each other in many ways.</p> <p>Who can tell me what fentanyl is? Fentanyl is a powerful synthetic opioid that is similar to heroin but is 50 to 100 times more potent. Pharmaceutical fentanyl was developed for pain management, but it is often mixed into other street drugs, such as cocaine or ecstasy, as well as pills, due to its low cost and potency. You cannot see, taste, or smell fentanyl, and even a few specks is enough to kill.</p> <p>What are the signs of an opioid overdose? Opioids depress breathing and heart rate.</p> <p>Common signs of an opioid overdose include:</p> <ul style="list-style-type: none"> ▪ no response to stimuli ▪ shallow or stopped breathing ▪ unusual snoring or gurgling sounds ▪ floppy arms and legs ▪ difficulty waking ▪ and blue/grey lips or fingertips <p>Where do you get naloxone? Naloxone (brand name NARCAN) is used to rapidly reverse the symptoms of a deadly opioid overdose and requires no specialized training to use. Brand-name NARCAN is</p>	
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dispensed as an easy-to-use nasal spray. NARCAN nasal spray comes in a small, portable device for easy carrying and storing. Each package contains 2 ready-to-use, single-dose nasal spray devices.

In all 50 states, residents can purchase naloxone (NARCAN) nasal spray directly from a pharmacy, without a prescription, and is covered by most insurance plans. ***Your college/university may also provide Naloxone.***

How do you administer naloxone?

To administer naloxone (NARCAN) nasal spray:

- 1.) Peel back the package to remove the device. Place your first and middle fingers on either side of the nozzle.
- 2.) Place and hold the tip of the nozzle in either nostril until your fingers touch the bottom of the person's nose.
- 3.) Press the red plunger firmly to release the dose into the person's nose.

Most people respond to naloxone in 2 to 3 minutes.

Additional doses may be needed if the person is not responding or does respond but relapses. **Even if you are unsure if someone is in fact overdosing on an opioid, naloxone cannot hurt them if administered.**

As a reminder, even if you administered Naloxone, please call 911 for help.

If you would like more access to information on Fentanyl or drug addiction, please ask Fraternity staff for contact information on Shatterproof.

We will now transition to our **Hazing** section. **Put down the Health and Safety Guidelines and everyone can stand back up!**

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 Chapter 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** (*willingness to participate*):

- **Corner 1 – Willingness to Participate**
- Corner 2 – Begging to be Hazed
- Corner 3 – Needs, Wants or Desires
- Corner 4 – Background

- a. Be coerced to violate federal, state, provincial, local law, or Alpha Sigma Phi 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. *(Physical nature)*
- 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.

The Membership Orientation Program shall be executed by the *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.

- **Corner 1 – Noon to Midnight**
- **Corner 2 – Dawn to Dusk**
- **Corner 3 – 6:00am-6:00pm**
- **Corner 4 – 10:00am-10:00pm**

Great job, Brothers! Everyone can sit down now. *Let's take a few minutes to read over the Hazing section.*

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. In fact, the new members planned this activity.

	<ul style="list-style-type: none"> ▪ 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. <p>FACT: We receive more phone calls and emails from parents and new members with allegations than 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.</p> <p>As a group, let's review the Fraternity's section on Sexual Abuse and Harassment, which in reality, is just a guideline to say be a good Brother. We will not do a 4 Corners exercise for this one, rather we will read it together.</p> <p>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> <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? <i>Allow the brothers to respond.</i></p> <p>Who here has intervened with a friend or Brother when they felt they were putting themselves in a bad situation? <i>Allow the brothers to respond.</i></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>Here are three strategies:</p> <ul style="list-style-type: none"> ▪ Direct—Saying something or doing something directly to stop or pause the situation. ▪ Delegate—Enlisting a friend or brother to help in addressing the issue. 	
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- **Distract**—Saying something or doing something to pause the situation and distract the energy from the danger.

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.

More specific strategies to intervene include:

- 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

Finally, this year there are two newer areas of our Health and Safety Guidelines. We will read them together as a group.

RETALIATION

Alpha Sigma Phi prohibits retaliation against any individual – members and non-members – for reporting, inquiring, or cooperating with a report around a violation of our Health and Safety Guidelines. Retaliation is any action, statement, or behavior that is designed to punish an individual for filing a report, cooperating with an investigation, seeking guidance regarding a concern, or to deter one from taking such action.

HOW TO REPORT

To report a violation of the Health and Safety Guidelines, please utilize one (or more) of the options below:

- In case of an emergency, call 911.
- Contact the local Chapter President to report.
- Contact the Chapter Advisor to report.
- Alpha Sigma Phi Fraternity participates in the hazing hotline specifically to report hazing: 1-888-NOT-HAZE.
- Call the International Headquarters at 317-843-1911, 24/7.

Before we move on, I want to review what we've learned:

- 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!

	<ul style="list-style-type: none"> ▪ There can be no alcohol in the recruitment or new member process. ▪ What you post in your private SnapChat group or GroupMe is not actually private. <p>What questions do you have?</p> <p>SPECTRUM – EVENTS To get us started on making better decisions, we are going to discuss the activities of the Chapter.</p> <p>I am going to cite a few events in the year of a Chapter. We have two walls in this room – higher risk and lower risk. I want you to think critically about what makes up each event. You should go to the side of the room that you think the event would go into. There are no right or wrong answers and people can have different perspectives.</p> <p>For example, if I say ‘Community Service Event’, would you think that’s lower risk or higher risk?</p> <ul style="list-style-type: none"> ▪ 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? <p>Based on this conversation, lets choose one activity that needs to be improved because of higher risk. An accurate description of the challenge is 90% of the solution. What activity would you choose? <i>Allow the brothers to respond.</i></p> <p>How is the event currently run? What is problematic about the way it is run? <i>Allow the brothers to respond.</i></p> <p>What could happen if the event or activity continues to occur the same way it has in previous years? <i>Allow the brothers to respond.</i></p> <p>Due to time constraints today, we won’t create an action plan. However, I would encourage you to think about expectations for members at these events (both before, during and after), how you will confront behavior, and how</p>	
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	<p>you will hold members accountable if they violate your expectations.</p> <p>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?</p> <p>With regard to your health and safety, Alpha Sigma Phi has an Amnesty Policy.</p> <p>Can a member please read the policy?</p> <p><i>"If a member assists another person in obtaining immediate and appropriate medical care related to the use or 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)? Allow the brothers to respond.</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. Please contact Fraternity staff immediately – no matter the day or time.</p> <p>So, if your chapter/provisional chapter does incur surcharges, what does that look like?</p> <p>"INSURANCE SURCHARGES</p>	
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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:

- 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.”

Who can remind me what qualifies as an event of the Fraternity?

Allow the brothers to respond.

The Amnesty Policy 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.”

Why do you think the Fraternity applies an additional monetary sanction for chapters/provisional chapters that commit certain acts?

Allow the brothers to respond.

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.

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.

Remember, if you complete an Incident Report within 24 hours of the alleged incident, the Fraternity will provide you

	<p>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 ▪ Anything that could generate negative publicity on social media/media <p>IMPORTANT: DO NOT PARTICIPATE IN A COLLEGE/UNIVERSITY CONDUCT PROCESS WITHOUT FIRST NOTIFYING THE INTERNATIONAL FRATERNITY.</p>	
TRANSITION	<p>The points made in the Fraternity's Health & Safety Guidelines are meant to help chapters/provisional chapters manage situations. The Amnesty Policy 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		
FACILITATOR TALKING POINTS	<p>We are going to spend the next chunk of time discussing the role of choices and accountability.</p>	
FACILITATOR TALKING POINTS	<p>CROSS THE LINE</p> <p><i>(Facilitator Note: If space doesn't allow, or you prefer, this is a good opportunity to use online polling software such as QuestionPro, PollEverywhere, Slido)</i></p> <p>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) 	<p>TIME: 20 Minutes</p>

	<ul style="list-style-type: none"> ▪ 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 on. (-1) ▪ I have recruited at least one 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 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>Are there opportunities for you to personally improve? What about the Chapter?</p>	
<p>FACILITATOR TALKING POINTS</p>	<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>	<p>TIME: 20 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> <p>These are now our standards of membership. The VP of Communications should write these down so that the Chapter can utilize them as a framework moving forward.</p>	
<p>FACILITATOR TALKING POINTS</p>	<p>ACCOUNTABILITY Ask the group:</p> <ul style="list-style-type: none"> ▪ How does accountability play a role in the Fraternity? ▪ Why do we need to hold each other accountable? ▪ What happens when we stop holding each other accountable? <p>Remind the group that holding our brothers accountable does not always mean sending a brother to Standards. There are many ways to practice accountability with one another.</p> <p>Ask the group if someone can share an example of a time when a brother held them accountable in a good way.</p> <ul style="list-style-type: none"> • Ex: After saying you wanted to work on your fitness, a brother offered to go to the gym with you a few times a week and made sure to attend with you. <p>Sometimes positive accountability, like going to the gym with a brother who wants to work on fitness, is a more comfortable way to practice accountability. But as brothers, we agreed that we have to step up and provide accountability, even when it is uncomfortable or difficult to do so.</p> <p>We are going to practice holding one another accountable and doing so through learning how to have difficult or uncomfortable conversations. These conversations might be conversations we tend to shy away from, because as they</p>	<p>TIME: 20 Minutes</p>

name suggests, they aren't always fun conversations to have, but they are incredibly important.

Here is a framework and some ways we can effectively have difficult conversations ([adapted from Psychology Today](#)):

- *Prepare:* Make a plan (i.e. time, location) to have the conversation and try to have the conversation sooner rather than later to avoid bottling up emotions.
- *Play by some ground rules:*
 - Stay on the same physical level (i.e. both seated, both standing, etc.)
 - Speak directly and calmly
 - Avoid “finger pointing” or blaming
 - Describe your concern, what you would like to see change, and use examples
 - Do not interrupt
 - Give the other person enough time to talk
 - Stick to the topic at hand
 - Don't leave until there is agreement the conversation is over or resolved—Time-outs are okay as long as they are mutually agreed.
 - Take responsibility for how you're feeling, but don't blame the other person—Use “I” statements (ex: I feel sad vs. You make me sad)
 - Minimize your assumptions and hear people out to get their side of the situation.
- We have to remember that these conversations are intended to be done because we care about the other person so we have to keep care at the focus of the conversation.

Let's take a few minutes to practice having difficult conversations. Have members partner up. In their partners, one member will be Member A and one will be Member B. Have them work through the following scenarios:

- Scenario 1: Member A has lived with Member B for two years now since they both joined Alpha Sig. Member A and B are very close friends but Member A has been noticing that Person B has been skipping class and working on homework/assignments less. Member A is concerned about Member B's academic performance and ability to stay in academic good standing with the chapter. Member A, how would you go about having a conversation with Person B.
- Scenario 2: Member B is at a social gathering with Member A. Member B notices that Member A has had a bit too drink and has been chatting closely

	<p>with a guest at the social event. Member B notices that Member A is starting to get handsy with this guest, but the guest’s body language indicates the guest is not interested. Member B, how do you go about discussing this with Member A.</p> <p><i>Give pairs 3 minutes to work through each scenario. Between scenarios, have a pair model their conversation for the larger group. Have the larger group go through and reference the difficult conversations model presented previously. What did the pair do well?</i></p> <p>It is our responsibility as brothers to intervene. Doing something could be the difference between safety and danger, life and death.</p> <p>Accountability is not just something that Standards is responsible for. It is something we should practice regularly with one another—It helps us be better brothers and have honest relationships with one another.</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		
FACILITATOR TALKING POINTS	<p>Before we leave today, we want to discuss mental health and a new philanthropic partner for the Fraternity.</p>	
FACILITATOR TALKING POINTS	<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 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>TIME: 30 Minutes</p>

Suicide is the # [redacted] leading cause of death among students. The ends of the spectrum will be 1 and 10. (2, *accidental injuries is #1*)

[redacted] % of college students first tell a friend they are feeling suicidal before telling anyone else. The spectrum is 1 to 100. (67%)

[redacted] % of us will experience a mental health condition in our lifetime. 1 to 100. (50%)

[redacted] # 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)

SIGNS AND SYMPTOMS

So what are the signs and symptoms that a Brother may be struggling?

(Facilitator note: This is another opportunity to use an online polling system)

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)

1. Feelings of hopelessness or worthlessness, depressed mood, poor self-esteem, or guilt.
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? <i>Allow the brothers to respond.</i></p> <p>Who here has helped a friend who has experienced these feelings? What advice would you give to others? <i>Allow the brothers to respond.</i></p> <p>V-A-R 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 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 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." <p>3. REFER THEM TO SKILLS AND SUPPORT Let them know help is available and refer them to appropriate resources. Refer sounds like...</p> <ul style="list-style-type: none"> ▪ "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." <p>Remember, you don't have to be an expert to help, you just have to be there.</p> <p>COPING</p>	
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	<p>Finally, we want to discuss effective coping strategies. What effective ways do you cope with stress?</p> <p>What are effective strategies for coping with stress in healthy ways and prioritizing self-care on a regular basis? <i>Allow the brothers to respond.</i></p> <p>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.</p> <p>Active Minds has great resources for our members and Chapters can create signature events to support Active Minds. 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.</p> <p>Can anyone share what resources are available to students?</p> <p>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> <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 the 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>	
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SECTION: WRAP UP		
FACILITATOR TALKING POINTS	Before we leave today, let’s wrap up with how we can commit individual to bettering our Chapter.	

<p>FACILITATOR TALKING POINTS</p>	<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. This will be our final activity.</p> <p><i>Ask the Brothers to stand up. We will now do a Red Light, Green Light 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. You can keep moving until I turn around.</p> <ul style="list-style-type: none"> ▪ I maintain a commitment to excellence in all of my endeavors. <i>TURN AROUND</i> ▪ I respect the dignity of all persons; therefore, I will not physically, psychologically, or sexually abuse any individual. <i>TURN AROUND</i> ▪ I am a financially responsible individual to both my chapter and the international fraternity. <i>TURN AROUND</i> ▪ I do not abuse, nor support the abuse of, alcohol or controlled substances. <i>TURN AROUND</i> ▪ I do not use, nor support the use of, illegal drugs. ▪ I achieve academic excellence. <i>TURN AROUND</i> ▪ I hold myself and my brothers accountable for their actions, and understand that I always represent the Fraternity. <i>TURN AROUND</i> ▪ I pursue the values of Silence, Charity, Purity, Honor, and Patriotism through my actions and deeds. <i>TURN AROUND</i> ▪ 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>TURN AROUND</i> ▪ I encourage my Brothers to demonstrate the behavior that exemplifies these statements. <i>TURN AROUND</i> <p>What did I just read? <i>The Fraternity Code of Conduct.</i> The Code of Conduct is intended to be a statement of an agreement we all make to one another as brothers. It outlines our expectations of membership and the commitment we make to one another.</p> <p>To conclude Responsible SIG, I want you all to make a commitment to the chapter.</p> <p>Ask if anyone is familiar with the concept of being a brother's keeper.</p>	<p>TIME: 15 Minutes</p>
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	<p>Being your brother's keeper means having a responsibility for their actions, behavior, and wellbeing. Being a brother's keeper means being a Responsible Sig.</p> <p>Have members reflect on the following prompt:</p> <ul style="list-style-type: none">▪ What does it mean to be my brother's keeper?▪ What can I do to commit to being my brother's keeper? <p>If time permits, have a few members share their reflection responses.</p> <p>Provide an opportunity for any final questions or comments.</p> <p>Thank members for their time, engagement, and attention today.</p>	
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