

As Brothers we all know that hazing is not allowed and that it is something not to be taken lightly. We also know that as a professional fraternity we stand firm against acts of hazing. Every year all collegiate Brothers of the Fraternity are required to read the [Phi Delta Chi Risk Management Policy](#). Phi Delta Chi Professional Pharmacy Fraternity takes a zero tolerance stand against hazing.

But what is hazing?

Over the past two years the National Office has had to deal with different “acts” of hazing that have cost the Fraternity the valuable resources of time and money. We have had to visit multiple Chapters, conduct workshops, and attend initiations as a result of hazing violations as reported to us by schools and students. A few Chapters have had to cancel initiations and some have been put on probation due to these investigations.

Hazing in its simplest form is anything that makes an individual uncomfortable or singles them out from the group. The more detailed definition, found in the [Risk Management Policy](#), states:

“Hazing is 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 include, but are not limited to, the following: inappropriate use of alcohol; paddling in any form; creation of excessive fatigue; physical or psychological shocks, quests, treasure hunts, scavenger hunts, road trips, or any other 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 or buffoonery; morally degrading or humiliating games or activities; and any other activities which are not consistent with fraternal rules, ritual, or policy, or the regulations and policies of the host educational institution.”

OFFICIAL RITUAL of the PHI DELTA CHI FRATERNITY, pages 44-45, Adopted as Official by the 59th Grand Council (Chicago, 1993)

Examples of hazing that have triggered visits from the Fraternity include:

- **Inappropriate comments made during initiation:** “Don’t be afraid, we’re not going to kill you.” Yes! This was really said and yes, we had to investigate and travel to the Chapter to assess.
- **Professional dress:** Having pledges dress professional when the actives don’t participate is a form of hazing. Yes, we had to travel to a school to investigate.
- **Signature books:** Requiring pledges and not actives to carry signature books is a form of hazing. The simple solution is to have both carry them and ask pledges and collegiate Brothers to interview each other. We have had to deal with Brothers requiring pledges to do inappropriate tasks to get Brothers signatures. Yes, we had to travel to the school to investigate.
- **Scavenger hunts:** Having pledges participate in scavenger hunts of any kind, while possibly fun to organize and participate in, is hazing and should be discontinued

immediately. We have heard of multiple chapters, in their initiation traditions, use a pledge scavenger hunt to gather initiation items. These traditions should be stopped immediately.

- **Informal initiation night:** You will not find **ANY** mention of this in our *Pledge Manual* or *Ritual*. The only initiation that should ever take place is that which is outlined in the *Ritual* and it should ONLY be carried out exactly as written. Any informal initiation programs that your Chapter has should be discontinued immediately. Any "traditions" your Chapter may have that are added into our *Ritual* should be immediately removed.
- **Standing in structured lines or Line-Ups:** Requiring pledges to line-up for questioning has been included as part of informal initiations and the pledging process by some chapters. This is outside of the Pledge Manual and *Ritual* and should be stopped immediately. Yes, we had to travel to a school to investigate.

Here is a general rule to follow:

If it is not written in the Pledge Manual or *Ritual* you should not be doing the activity.

The Pledge Manual and *Ritual* are designed and written to eliminate hazing in our Brotherhood. As collegiate Brothers we are expected to abide by the parameters outlined in both documents at all times. Nothing should be added to, or detracted from, the Pledge Manual during pledging or the *Ritual* book during initiation, without permission from the Grand Council or Executive Council when the Grand Council is not in session. Hell Nights, informal initiations, extra stations during initiation that are not detailed in the *Ritual* book, and tasks not outlined in the Pledge Manual are forbidden without express written approval.

Pledging is a program designed to teach the pledges about our Fraternity. The Pledge Manual spells out a minimum 6-week program complete with a template and weekly quizzes. There is NO need to deviate from this program unless there is an issue with school mandated pledge periods. If this is the case, any deviation should be authorized by the National Office.

The Phi Delta Chi Fraternity takes the issue of hazing very seriously. From the initial meetings with prospective pledges through graduation, all aspects of hazing are unacceptable, discouraged, and subject to removal from the Fraternity. Any pledge or collegiate Brother caught hazing another pledge or collegiate Brother will be subject to expulsion from the Fraternity. Any chapter sanctioning hazing will be subject to forfeiture of their Phi Delta Chi charter.

As always, if there are any questions about what is deemed appropriate regarding rush, pledging, initiation, or hazing in general, please contact the Executive Director.