

DIALOGUE GUIDE: PRESENTING THE *STANDARDS* TO MEMBERS & NEW MEMBERS



At the onset of each academic period, the chapter president shall review the Standards with the entire chapter membership and submit a signed copy to the International Fraternity.

The expectation that the *Standards* are presented to the entire chapter has been established to make sure that all members and executive officers are aware of the expectations established for the health and safety of our members and their guests as well as for the foundation of risk management protocols. Each chapter shall maintain the following standards as a condition of its charter as a chapter in good standing with the Fraternity, or as a prerequisite for a provisional chapter to obtain a charter from the Fraternity.

As you prepare to present the *Standards* to the chapter, it is important that you take time to identify and think through the following:

Who will assist the chapter president in reviewing the *Standards*?

- The sergeant-at-arms, as the executive officer responsible for accountability
- The VP of membership development, as the executive officer responsible for new member orientation and member education
- The health & safety officer, as the executive officer responsible for the oversight of the execution of safe events and mitigation of risk within all chapter operations and activities

Where do the *Standards* come from?

They are established by the Fraternity's Convention attendees and presented for adoption by members or the Supreme Council, often in response to shifts in industry standards and in response to the trend of behaviors that put the Fraternity at risk.

Which of the *Standards* were recently added?

- Each member and new member shall refuse to participate in any hazing activity, including "big brother" programs, and shall refuse to permit hazing from being inflicted upon them.
- The *Chapter Statement of Position on Hazing* shall be presented to each new member and member at the beginning of each academic term.
- Each chapter shall refuse to participate in, or organize in any way, a preinitiation period which may have previously been known as "ingress," "I-week," "Hell Week," etc.
- Each chapter shall maintain a written Health and Safety Program, including proper risk management practices, that is presented to the entire chapter membership on an annual basis

Are there specific standards that officers believe the chapter needs coaching on?

- Recent incidents or near-miss situations that involved violations of the *Standards*
- Standards that the chapter has recently developed new protocols or systems to aid with meeting expectations.
- Current conditions or sanctions in place for violating specific *Standards*

Framing the Conversation

Clearly describe what each standard is “saying”

When making sure that the membership is provided the specific language of the *Standards*, make the expectation clearer by briefly explaining what is being expected in your own voice.

For Example: Each member and new member shall refuse to participate in any hazing activity, including “big brother” programs, and shall refuse to permit hazing from being inflicted upon them.

Clarify: PIKE does not have a Big/Little program and to have one is a violation of the *Standards*.

Identify where the standard comes into play in your chapter

Helping brothers connect the *Standards* to chapter operations can be helpful in reminding them when they need to focus in on a particular standard.

For Example: Standards specific to alcohol and drugs are always important to keep in mind and are particularly important when hosting events.

Identify systems your chapter has in place to make it easier to comply with the *Standards*

If your chapter has recently adopted or updated how things are done to increase both health & safety and meeting expectations established by the institution, your governing council, or the *Standards*, this is a good time to explain new processes, procedure and/or plans to the chapter.

For Example: New social event management plans or adjustments to the new member orientation process.

Communicate the consequences for failing to comply with The *Standards*

Aside from consequences the chapter may face from your host institution, IFC, or the Fraternity, what individual consequences could a member face from the chapter’s accountability process?

For Example: Acts of sexual violence may result in interim suspension and ultimately expulsion. Bringing alcohol or other drugs to an event or activity intended for new members may result in social restrictions, removal from a leadership committee or suspension from the brotherhood.

Craft your Conversation

This is not the time to “wing it”. Put in the time to prepare for this important conversation and invest time in developing a message that will do more than check a box. You do a disservice to your brothers when time is not taken to make expectations clear. Do not let unfamiliarity or “we have always done it this way” keep you from implementing a new approach to reviewing the *Standards* with your brothers.



Additional Resources

Chapter officers interested in exploring other dynamic and interactive methods for members and new members to engage with the Fraternity *Standards* are encouraged to share the following supplemental resources:

Pi Kappa Alpha Fraternity *Standards* Video

Join Executive Vice President Justin Buck and Chief Operating Officer Lance Horner for a candid conversation about the Fraternity *Standards*. This video can be used as part of the chapter’s education on the Fraternity Standards, a personal refresher for newly elected leadership, or as a reflective prompt by your chapter Judicial Board. For more resources specific to the Fraternity *Standards*, contact your PIKE Health & Safety team at healthandsafety@pikes.org.

To view this video on YouTube, click [HERE](#).

This resource is intended to provide the chapter with general information and suggestions for improvement. It is not a directive and is not intended to direct the chapter in any manner. A chapter is not required to use or implement this information or suggestions. The decision on whether or how to use this information is solely that of the chapter.

Plaid Fraternity *Standards* Course

The PIKE Health & Safety team has collaborated with our partners at Plaid, LLC to develop a 20-minute interactive course on the *Standards* that is accessible to all members and new members. The course intends to “break down” each standard in a more conversational way and explain *why* adherence to the expectation matters at the individual, chapter, and Fraternity levels. Learners will navigate pages on each of the six sessions, participate in matching and scenario activities, and view brief clips from PIKE’s *Standards* video.

To access this Plaid course, please see the instructions located on the following page.



Questions, concerns, or want to run your planned dialogue by someone? Contact your PIKE Health & Safety Team at healthandsafety@pikes.org or reach out to your chapter consultant!

ENROLLING IN THE PLAID FRATERNITY STANDARDS COURSE




NOTE: We highly recommend using the Google Chrome browser, as there are known compatibility issues with Safari.

1. To access courses, you must turn off your pop-up blocker or allow pop ups from **beingplaid.com** and **cloud.scorm.com** (**Click here** for instructions on how to allow pop-ups in Chrome).
2. Go to <https://plaidlms.com/>.
3. Log into the same account you created to take previous Plaid courses such as Campus Reconnect, Highwire, or Hazing & Being a Safe Student.



If you are having trouble logging into your existing account, please email support@beingplaid.com.

4. On your Dashboard, click the  'Edit User Information' icon to the right of your name.
5. Scroll down to 'Add Access Code' at the bottom of the window.
Enter the access code: **Pike-Stand**
6. Click the 'Add Code' button and close the pop-up window. The course should automatically appear in the 'Catalog' section at the bottom of the Dashboard. When you click to enroll in the course, it will move to the 'Your Enrollments' section above the Catalog.
7. Once enrolled, click the arrow next to the course's name. The course will appear in a new window.
8. Click the 'Launch Course' button to start the course. If it appears that the screen just refreshed and nothing happened, the course may have been blocked by a pop-up blocker. In this case, look for a notification in the navigation bar of your browser asking you to approve the pop-up.
9. **Contact Support** if you encounter any problems enrolling in courses or completing the required modules.



IMPORTANT: *Plaid handles ALL customer support concerns and provides solutions to issues in a timely manner. The course is hosted on Plaid's LMS and customer support cases are responded to within an average time of 15-20 minutes during business hours. During evening and weekend hours, solutions are available to all customers on the Plaid support page. Plaid staff will respond to overnight and weekend concerns first thing during working hours.*