



BAYARD MEMBERSHIP EXPERIENCE ACCOMPANYING GUIDE



NAME

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WHAT WE STAND FOR

CREED

I believe in Sigma Pi, a Fellowship of kindred minds, united in Brotherhood to advance Truth and Justice, to promote Scholarship, to encourage Chivalry, to diffuse Culture, and to develop Character, in the Service of God and Man; and I will strive to make real the Fraternity's ideals in my own daily life.

OUR MISSION

To inspire, promote, and support the lifelong development of our brothers.

OUR VISION

Our men will strive for excellence by living our core values.

OUR CORE VALUES

- Promote fellowship
- Develop character and leadership
- Advance heightened moral awareness
- Enable academic achievement
- Inspire service



OUR IDEALS

These constitute the underlying reason for the Fraternity's rise, development, and continued existence, are plainly set forth in the Constitution, and are in essence as follows:

- To establish a brotherhood
- To establish and maintain an aristocracy of learning
- To raise the standards of morality and develop character
- To diffuse culture and encourage chivalry
- To promote the spirit of civic righteousness and quicken the national conscience

OBLIGATIONS

- Give Proper Attention to the interests of Sigma Pi.
- Regard the Fraternity With Spirit of Sincerity and Respect and Give Earnest Consideration to its Teachings and Ideals.
- Meet Financial Obligations Promptly and Fully.
- Cheerfully Perform Tasks That May Be Assigned for the Good of the Fraternity.
- At All Times Be a Gentleman and Use Moderation in All Things.
- Strive At All Times to Cooperate for the Good of the Fraternity.
- Work Diligently to Maintain Good Scholarship.
- Participate in Worthy College Activities.
- Profit by Associations With Men in Spirit of Fraternalism.
- Be an Exemplary Sigma Pi and Citizen.



PROGRAM PURPOSE



On September 1, 2020 Sigma Pi launched its standardized New Member Education program in the form of the Bayard Membership Experience (BME).

The goal of the Bayard Membership Experience is to provide and facilitate a uniform process for all those who are seeking membership into the chapter of Sigma Pi on their respective campus. Potential new members will be guided through their initial phase of membership starting as a “New Member” then transitioning into an Initiated Member upon completing all steps, courses, and trainings within the new member process of Sigma Pi.

Timelines for each phase of membership will be as follows.

A potential new member upon the extension and acceptance of a bid to join the chapter on their campus will be recognized formally as a New Member of the chapter. This time period of “New Member” will last no longer than six weeks. During this period each new member will be expected to complete six courses crafted by Sigma Pi and Plaid. Different topics will be centralized each week as a means of providing a well balanced introduction to their membership into Sigma

Pi. Those topics, introduced week by week, will educate the New Member on Sigma Pi at the National Level, Skills Requiring Excellence, and Sigma Pi at the Local Level. Courses delivered within these categories of training will include The National Organization, The History of Sigma Pi, Financial Literacy and Time & Stress Management, Event Planning Conflict Management and Social Media Responsibility, Chapter Structure, and Greek Vernacular. Upon completion of each course each new member will be required to complete a knowledge check where they must score at or above 80% to proceed in the process.

During this six week period there will also be a focus on Health and Safety training, facilitated through the Tightrope Module, that all members of Sigma Pi are required to complete. Topics covered within the Tightrope Module will include The Facts about Alcohol and Other Drugs, The Culture of Drinking, Hazing Prevention and Identification, Sexual Misconduct, and Mental Health. Each course of Tightrope similar to the Bayard Membership Experience courses will conclude with a knowledge check where that member must receive an 80% or above to proceed to the next topic.

CONTINUED



PROGRAM PURPOSE



Throughout the duration of the Bayard Membership Experience there will also be weekly exercises provided that have been crafted and recommended by both Sigma Pi and Plaid. These exercises will serve as an opportunity to not only reinforce the information that was delivered during the course that week but also as means of further developing your knowledge regarding the subject.

While the Bayard Membership Experience will look to bring future members of Sigma Pi into the organization under the same umbrella of knowledge it will also change the way it is able to be delivered. With the ability to be done in a completely virtual environment or in person this process allows chapters to engage its members in a way they never have before.

Chapters will be required to initiate all new members in good standing within the chapter at the end of this six week period. Upon submission of the Initiate Report to Sigma Pi each member, after paying the “Initiation Fee” which should be done before submitting them on the report, will be eligible to complete the Golden Quest and will receive the proper materials exclusive to their new status.

While the Bayard Membership Experience was designed as a means of providing a more engaging and balanced education for New Members Sigma Pi has also invested in its New Member Educators like never before.

As the member of the chapter who will be expected to facilitate this process New Member Educators are being given tools that those before them did not have access to. The New Member Educator will be expected to conduct this process by way of following all Health and Safety guidelines and policies of Sigma Pi, being a leader and mentor to members of the New Member classes the chapter takes in, and fully committing to his role of assisting in the creation of men of excellence.

New Member Educators in full committing to their roles will be required to complete two courses within the New Member Educator track, Hazing Prevention and Running the Bayard Membership Experience, where they will need to score a 100% on each of the end of course knowledge checks to pass. They will also be expected to complete the courses that the new members are completing in order to best understand the curriculum.

By completing the Bayard Membership Experience members of the organization will be putting themselves in a better position to not only exceed but to make a larger impact on Sigma Pi during their time. Welcome to the Bayard Membership Experience!



PROGRAM BREAKDOWN

NEW MEMBER TRACK

The New Member Experience

- **Week 1 Concentrations: Sigma Pi at the National Level & Tightrope Introduction**
 - › BME Course 1: The National Organization
 - » Exercise: Team Building
 - › Tightrope: Introduction and Assessment
- **Week 2 Concentrations: Sigma Pi at the National Level and The Facts about Alcohol & Other Drugs**
 - › BME Course 2: The History of Sigma Pi
 - » Exercise: The History of Sigma Pi
 - › Tightrope Course 1: The Facts about Alcohol and Other Drugs
 - » Exercise: Health and Safety Review
- **Week 3 Concentrations: Skills Requiring Excellence and The Culture of Drinking**
 - › BME Course 3: Financial Literacy and Time & Stress Management
 - » Exercise: Building and Presenting a Budget
 - › Tightrope Course 2: Culture of Drinking
 - » Exercise: Health and Safety Review
- **Week 4 Concentration: Skills Requiring Excellence and Hazing Prevention & Identification**
 - › BME Course 4: Event Planning, Conflict Management, and Social Media Responsibility
 - » Exercise: Running an Event
 - › Tightrope: Mental Health and Hazing Assessment
 - › Tightrope Course 3: Hazing Prevention and Identification
 - » Exercise: Health and Safety Review
- **Week 5 Concentrations: Sigma Pi at the Local Level and Sexual Misconduct**
 - › BME Course 5: Chapter Structure
 - » Exercise: New Member Elections
 - » Exercise: Running a Meeting
 - › Tightrope Course 4: Sexual Misconduct
 - » Exercise: Health and Safety Review
- **Week 6 Concentrations: Sigma Pi at the Local Level and Mental Health**
 - › BME Course 6: Greek Vernacular
 - » Exercise: Preparing for the Golden Quest
 - › Tightrope Course 5: Mental Health
 - » Exercise: Health and Safety Review

Completion of all courses listed above will be required to by new members in order to properly move forward in the process. New members will be required to complete the six courses provided through the Bayard Membership Experience along with the five courses included in Tightrope Module.

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PROGRAM BREAKDOWN



NEW MEMBER EDUCATOR TRACK

- Topic Concentration: Conducting the New Member Experience
 - › Course 1: Hazing Prevention
 - › Course 2: Running the Bayard Membership Experience

In addition to completing the courses above, the New Member Educator will be expected to go through the courses required for completion by each new member. The New Member Educator should have gone through the Tightrope Module prior to stepping into his role. If not, the New Member Educator will be required to complete Tightrope before he can begin the Bayard Membership Experience with the new member class.

The Chapter Sage, Chapter Director, and Province Archon, upon request, will be granted access to the courses that the New Members will go through within the Bayard Membership Experience during weeks one through three. Similarly to the New Member Educator, each of the roles listed above should have either gone through and/or completed Tightrope or have been given access to the module previously.

While completing the New Member Educator courses will not be mandatory for the Sage, Chapter Director, or Province Archon it will be expected of the New Member Educator as a crucial means of improving his ability to run the program. Any of the roles seeking access to the New Member Educator courses can also be granted access upon the request to Sigma Pi.



YOUR MEMBERSHIP AND ITS DURATION

NEW MEMBER

Members seeking entrance into Sigma Pi will be recognized as new members throughout the duration of three the six week period of the Bayard Membership Experience. During this time they will learn about Sigma Pi at the National Level, Skills Requiring Excellence, and Sigma Pi at the Local Level. The focus during this time period will be to provide members with an all around opportunity to learn about Sigma Pi from its history expanding back to 1897 to tools and resources they will utilize in today's fraternal environment to best enhance their experience.

INITIATED MEMBER

Upon completion of all requirements of the new member phase members will be able to initiate into Sigma Pi. Upon initiation members will receive all active benefits throughout North America with their membership in Sigma Pi. This phase of membership, assuming that member maintains his good standing with the organization, will last his lifetime.



PROCESS OVERVIEW & REQUIREMENTS



FOR THE NEW MEMBER

Undergraduates seeking initiated membership into Sigma Pi Fraternity during the Bayard Membership Experience will be required to complete the following:

- **Pay New Member Fee**
 - › Members looking to establish membership within Sigma Pi will need to pay the \$75 New Member Fee. This will guarantee them to their “I Believe” Manual and New Member Pin.
- **Complete your New Member Steps**
 - › New members upon being reported to Sigma Pi must complete their new member steps within the OmegaFi database. By completing these steps new members will gain access to their OmegaFi account and officially be listed within the database of Sigma Pi.
- **New Member Pledge**
 - › Facilitated by the local chapter new members will take their pledge to Sigma Pi. This is the first opportunity you will have as a new member to delve into the lifelong membership that comes with the Fraternity.
- **Accessing the Online Learning Center**
 - › As a member of Sigma Pi, you will be provided with countless resources. Some of these resources such as the Bayard Membership Experience will be founded within the Online Learning Center of Plaid. New members must establish their account with Plaid before being able to take any type of course. To establish your account follow the steps on the following page.
- **Complete the six required courses of the Bayard Membership Experience with a passing score of at least 80%**
 - › The National Organization, The History of Sigma Pi, [Financial Literacy & Time and Stress Management], [Event Planning, Conflict Management, and Social Media Responsibility], Chapter Structure, and Greek Vernacular.
- **Complete the five required courses of the Tightrope (Health and Safety) Module with a passing score of at least 80%**
 - › Alcohol and Drugs, Culture of Drinking, Hazing, Sexual Misconduct, Mental Health.

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PROCESS OVERVIEW & REQUIREMENTS

FOR THE NEW MEMBER EDUCATOR

New Member Educators in their role must meet all of the expectations and requirements below to successfully conduct the Bayard Membership Experience:

- **Complete the two required courses of the Bayard Membership Experience for the New Member Educator track with a passing score of 100%**
 - › Hazing Prevention
 - › Running the Bayard Membership Experience
- **Complete the six courses of the Bayard Membership Experience for the new member with a passing score of 80%**
- **Conduct the Bayard Membership Experience abiding by the Health and Safety Guidelines and Policies of Sigma Pi:**
 - › Anti-Hazing, Sexual Abuse, Alcohol, Transgender, Anti-Discrimination, Good Samaritan, and Fire, Health & Safety Policies
- **Reporting New Members**
 - › New members must be reported to Sigma Pi via Vault within 72 hours of pledging. Delays in reporting can result in late charges to the chapter. New Member Educators should assist new members in completing their registration and paying their New Member Fee within ten days of pledging.
- **Conduct weekly recommended exercises to progress the knowledge of the new member class enhancing their understanding of Sigma Pi and important topic**
 - › Team Building, The History of Sigma Pi, Building and Presenting a Budget, New Member Elections, Running a Meeting, Running an Event, Preparing for the Golden Quest, and Health & Safety (5) Exercises
- **Generating Administrative Reports**
 - › A resource for the Sage, Third Counselor, New Member Educator, Chapter Director, and Province Archon. These roles are able to generate administrative reports. Follow the steps on the following page in order to generate these reports which will allow for you to track completion within the chapter for all courses members are enrolled in.
- **Submitting an Initiate Report**
 - › An Initiate Report must be submitted within 24 hours of each initiation ceremony. Members must also pay the \$325 Initiate Fee. In order for a member to be submitted on an Initiate Report he must have completed his New Member Steps, and been on a New Member Report and Initiate Report.



ACCESSING THE ONLINE LEARNING CENTER

ACCESSING THE LEARNING MANAGEMENT SYSTEM - PLAID

We highly recommend using the Google Chrome browser.

- Be sure that your browser allows cookies.

In order to complete courses, you must turn off your pop-up blocker or allow pop-ups from **beingplaid.com** and **cloud.scorm.com**.

1. Login to **mysigmapi.com**
2. Click the Online Learning link. You will automatically be logged into Plaid's Learning Management System.
3. Accept Plaid's Terms of Service, click the box next to the phrase "I'm not a robot," and then click "Create Account."
4. Upon entering the system, you will be viewing your learning dashboard. On the left of the page, the "Course Catalog" section lists the programs in which you're eligible to enroll and the "Your Enrollments" section lists any programs in which you're already enrolled.
5. If you want to register for a program, under "Course Catalog," click "Enroll" next to the desired program, which will then move the program to "Your Enrollments."
6. To complete a program, click the Green play button next to the name of the program in the "Your Enrollments" section. The "Course Information" page will appear. Click the "Launch Course" button to start the course.
7. Mail **support@beingplaid.com** if you have trouble creating an account, enrolling in programs, or completing a course.

GENERATING ADMINISTRATIVE REPORTS

1. Login to **mysigmapi.com**
2. Click the Online Learning link. You will automatically be logged into Plaid's Learning Management System.
3. Upon entering the system, you will be viewing your learning dashboard. At the top left of the page click the Menu (Three Lines) button to open the side hub.
4. Scroll under the "Reporting Section" to "Course Reports" and click.
5. Here you will have accessed the "Course Reports" Section. Fill in the required information.
 - › **Report Type:** Course Status
 - › **Organization:** Sigma Pi Fraternity
 - › **Course:** The Bayard Membership Experience (2020-2021)
 - › **Reporting Group:** Your Chapter (University)
 - › **Start Search Registration Date:** Applicable only if designating a certain time period in which the search needs to be verified
 - › **End Search Registration Date:** Applicable only if designating a certain time period in which the search needs to be verified
6. Click Submit



SAMPLE CALENDAR

	Monday	Tuesday	Wednesday	Thursday	Friday
Week 1		Welcome Meeting Exercise Team Building	BME Sigma Pi at the National Level (Course 1 & 2)	Tightrope Introduction & Assessment	
Week 2	BME The History of Sigma Pi	Exercise The History of Sigma Pi	Tightrope The Facts about Alcohol and Other Drugs Exercise Health and Safety Review		
Week 3	BME Financial Literacy and Time & Stress Management	Exercise Building and Presenting a Budget	Tightrope The Culture of Drinking Exercise Health and Safety Review		
Week 4	BME Event Planning, Conflict Management, & Social Media Responsibility	Exercise Running an Event	Tightrope Mental Health & Hazing Assessment	Tightrope Hazing Prevention and Identification Exercise Health and Safety Review	
Week 5	BME Chapter Structure	Exercise New Member Elections Exercise Running a Meeting		Tightrope Sexual Misconduct Exercise Health and Safety Review	
Week 6		BME Greek Vernacular	Exercise Mental Health Exercise Health & Safety Review	Exercise Preparing for the Golden Quest	

The member of the chapter facilitating the Bayard Membership Experience should begin the process by establishing a calendar for the new members who will be going through this process. This allows for the chapter to hold its new members accountable while also holding itself accountable in moving members through each phase of membership while following the timelines put forward by Sigma Pi.

While a new member welcome meeting is not facilitated in this guide the chapter should utilize this time to introduce members to what the upcoming semester will look like for them. This is also the perfect opportunity for members of the class to begin to meet each other if they haven't already up to that point.

Since the courses of the Bayard Membership Experience courses are able to be done at each members own pace the facilitator should establish times during the week in which the courses are expected to be completed by. This allows flexibility in the time in which work is done while also setting a deadline that allows going through the exercises for that week to be conducted with knowledge from that week's courses as well.

During the six week period as a new member it will be required that each member completes all six courses of the Bayard Membership Experience along with all five of the courses included in the Tightrope Module. New Members will also be required to complete the introduction video and two assessments included within Tightrope. Facilitators of the Bayard Membership have the ability to follow a structure similar to the one above in the "Sample Calendar" to maximize content delivery but may also change the frequency of courses completed at a time so long as they are completed in the order they are presented. By creating a calendar members can be kept on track in meeting these expectations.

Weekly exercises while not mandatory have been provided, and are to be conducted by the facilitator, in order to build upon the knowledge that is being developed through each topic along with enhancing the experience of this process.



THE FACILITATOR/ACTIVITY GUIDE

The Facilitator/Activity Guide will provide members going through and facilitating the Bayard Membership Experience with exercises recommended and crafted by both Sigma Pi and Plaid.

Exercises crafted by Sigma Pi will focus on topics such as Team Building, The History of Sigma Pi, Building and Presenting a Budget, New Member Elections, Running a Meeting, Running and Event, and Preparing for the Golden Quest.

These exercises will be broken down into one of two types of exercises revolving primarily around being “Activity” or “Discussion” based. All activities will promote and are expected to be conducted amongst the New Member Educator and the entire new member class.

Elements included in each exercise will include:

- **Timeline**

- › Covers the expected duration of the exercise (dependent upon new member class size and engagement from participants).

- **Exercise Type**

- › Highlights whether the exercise will be discussion or activity based. Where discussion based exercises will primarily promote conversation the activity based exercises will support full engagement from members in decision making and problem solving.

- **Learning Objectives**

- › Identify the expected outcomes from the exercise being utilized.

- **Pre-Exercise Requirements**

- › If there are any necessary knowledge items or resources needed to be highly engaged in the exercise they will be identified here.

- **Facilitator Note**

- › Instructions for the member facilitating the exercise.

- **Participants**

- › Both recommended and required members, within each chapter, who will need to be a part of the exercise for it to transpire most effectively.

- **Materials Needed**

- › Any items that may be needed to participate in the exercise.

- **Exercise Description**

- › Key components of the exercise will be highlighted here for members to get a better understanding of what exactly will be covered in its duration.



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THE FACILITATOR/ACTIVITY GUIDE

- **Agenda**

- › Overview of topics to be covered and in what order by the facilitator of the exercise.

- **Discussion Topics and Questions**

- › In this section there will be questions and tasks that are provided in order to demonstrate a further understanding of the topic of the exercise. The information presented here will be in the form of review questions, multiple choice questions, and prompts. While individuals of the new member class can go through each of these alone in thought they should work together to come to group decisions where applicable.

- **Debrief Questions**

- › This section will be based upon generating responses from a series of open ended questions. Here, open discussion will be the focus as the group is given an opportunity to review the information they received during the exercise they participated in.

- **Local Chapter Review**

- › The Bayard Membership Experience's overarching goal is to provide members with information that will be critical to them in being both successful and excellent members of Sigma Pi. In this section the exercise will look to tie in information from the local chapter that relates to the topic of the exercise. New Member Educators should be prepared to cover this information at the end of the exercise.

There will also be exercises provided in this guide that are directly from Plaid in the form of Peer to Peer Companion Guides. These exercises have been crafted with a focus of Health and Safety reinforcement in mind. Members of the chapter will have the opportunity to utilize these exercises as a means of following up on the topics covered during the Tightrope Health and Safety Training.

These Peer to Peer companion guides are constructed similarly and include an Introduction, Session Overview, Session Outline, Goals of the Session, Materials Needed, Room Setup, Detailed Breakdown & Instructions, and Session Resources.



WEEK 1 OVERVIEW - SIGMA PI AT THE NATIONAL LEVEL AND TIGHTROPE INTRODUCTION

ACTION ITEM

Submit New Member Report

Prior to beginning week one, new members will need to pay their “New Member Fee,” be submitted on a “New Member Report” and complete the required steps to establish their account within Sigma Pi.

THE NATIONAL ORGANIZATION REVIEW

In completing this course the new member will be introduced to Sigma Pi at a national level. New members will leave this course with a better understanding of the fraternity by covering topics such as:

- The Land of Sigma Pi
- The National Structure
- What We Stand For
- Expectations of Your Membership
- Policies of Sigma Pi
- Philanthropy, Vendors, and Partners
- Sigma Pi Educational Foundation

The scope of this course will be to provide members with the understanding that Sigma Pi extends beyond just what they may see on their campus.

EXERCISE: TEAM BUILDING

New members participating in this exercise will have the opportunity to learn about the members in their class while further exploring the Core Values of Sigma Pi. Participants will engage in open conversations while ultimately comparing and contrasting what excellence means to them in relation to the fraternity and their own daily lives.

TIGHTROPE INTRODUCTION AND ASSESSMENT



WEEK 2 OVERVIEW - SIGMA PI AT THE NATIONAL LEVEL AND FACTS ABOUT ALCOHOL AND OTHER DRUGS

THE HISTORY OF SIGMA PI REVIEW

In completing this course the new member will be introduced to the history of the national organization. This course will take new members through important topics and timelines that would go on to make the organization what it is today.

Topics covered will include:

- Why the History is Important
- The Founding Fathers
- Tau Phi Delta
- The Patterson Episode
- The “I Believe” Manual

The scope of this course will provide members with a solid base of understanding regarding the history of Sigma Pi while also pushing them to continue learning about what has made the fraternity what it is today as it has continued to navigate the last 120+ years.

EXERCISE: THE HISTORY OF SIGMA PI

New members participating in this exercise will further discuss the origin of Sigma Pi and what the “Patterson Episode” has meant and continues to mean to the organization over 120 years after the Fraternity’s founding.

THE FACTS ABOUT ALCOHOL AND OTHER DRUGS REVIEW

In completing this course the new member will leave with an increase in awareness and knowledge regarding Alcohol and Other Drugs. Topics covered in this course will include:

- How Alcohol Affects the Body
- Facts and Figures Around Alcohol Consumption
- Rate in which the Body Metabolizes Alcohol
- Alcohol Content in Certain Drinks
- Tolerance vs. Intoxication
- Laws surrounding alcohol
- Types of drugs and their Effects on the Body

The scope of this course will be to provide new members a better understanding of what maximizing health and safety looks like not only for them as an individual but as a member of their chapter and community.

EXERCISE: HEALTH AND SAFETY REVIEW

This Peer-to-Peer Companion Guide will provide a Health and Safety Review Activity for members to engage in that will further develop their understanding of “Drugs and Alcohol” in relation to their experience as both a student and in their life in general.



WEEK 3 OVERVIEW - SKILLS REQUIRING EXCELLENCE AND THE CULTURE OF DRINKING

FINANCIAL LITERACY AND TIME & STRESS MANAGEMENT REVIEW

In completing this course new member will have a better understanding of different skills that will not only impact their fraternal experience but their lives in general. This course will tackle skills such as:

- The Importance of Financial Literacy
- Strategies for Practicing Financial Wellness
- A Framework for Time Management
- Stress Management Techniques
- The Impact of Stress

The scope of this course will be to better prepare new members for opportunities they may come across within their chapter and the organization by giving them “Applicable Now” skills and knowledge.

EXERCISE: BUILDING AND PRESENTING A BUDGET

New members participating in this exercise will be placed in an interactive situation where they will be able to explore the elements and details of building and presenting a budget on behalf of their new member class. By utilizing group thought new members will not only learn how to construct a budget but where the priorities of their class may lie in doing so.

THE CULTURE OF DRINKING REVIEW

In completing this course the new member will leave with an increase in awareness and knowledge regarding Alcohol and Other Drugs. Topics covered in this course will include:

- How Alcohol Affects the Body
- Facts and Figures Around Alcohol Consumption
- Rate in which the Body Metabolizes Alcohol
- Alcohol Content in Certain Drinks
- Tolerance vs. Intoxication
- Laws surrounding alcohol
- Types of drugs and their Effects on the Body

The scope of this course will be to provide new members a better understanding of what maximizing health and safety looks like not only for them as an individual but as a member of their chapter and community.

EXERCISE: HEALTH AND SAFETY REVIEW

This Peer-to-Peer Companion Guide will provide a Health and Safety Review Activity for members to engage in that will further develop their understanding of the “Culture of Drinking” in relation to their experience as both a student and in their life in general.



WEEK 4 OVERVIEW - SKILLS REQUIRING EXCELLENCE AND HAZING PREVENTION & IDENTIFICATION

EVENT PLANNING, CONFLICT MANAGEMENT, AND SOCIAL MEDIA RESPONSIBILITY

In completing this course new members will continue to build off the skills they learned in the previous course. The topics covered in this course will key on skills that will better prepare new members for leadership opportunities and ways to strengthen their ability to work within teams. Those topics include:

- Planning and Promotion
- Implementation and Management
- Representing Yourself and Your Organization through Social Media
- Understanding Conflict
- Conflict Resolution Technique

The scope of this course will be to better prepare members for opportunities they come across within their chapter and the organization by giving them “Applicable Now” skills and knowledge

EXERCISE: RUNNING AN EVENT

New members, by participating in this exercise will gain a greater understanding of the details and logistics that go into planning an event on their campus. By going through a series of interactive questions where they will decide upon elements of the event such as location, intended size of the event, invited attendees, etc. the new members will be faced with creating their own successful philanthropy event.

TIGHTROPE: MENTAL HEALTH AND HAZING ASSESSMENT

HAZING PREVENTION AND IDENTIFICATION REVIEW

In completing this course the new member will leave with an increase in awareness and knowledge regarding hazing. This course will increase the understanding of factors and considerations that can turn a well-intentioned new member activity into a hazing incident. Topics covered in this course include:

- What is Hazing?
- Motivations for Hazing
- Consequences
- Intervention

The scope of this course, while many activities are unquestionably hazing, is to focus on the nuances of activities that can swing either way depending on the details while continuing to discourage hazing amongst members of Sigma Pi.

EXERCISE: HEALTH AND SAFETY REVIEW

This Peer-to-Peer Companion Guide will provide a Health and Safety Review Activity for members to engage in that will further develop their understanding of “Hazing” in relation to their experience as both a student and in their life in general.



WEEK 5 OVERVIEW - SIGMA PI AT THE LOCAL LEVEL AND SEXUAL MISCONDUCT

CHAPTER STRUCTURE REVIEW

In completing this course new members will be taken through what the fraternity will look like at the local level on their respective campus. By delving into each role of different members within the chapter new members will learn the responsibilities and characteristics of those who compose the chapter. Topics covered during this course will include:

- The Structure of the Local Chapter
- The Executive Council
- Primary and Secondary Committees
- Volunteers at the Local Level
- Chapter Educational Funds

The scope of this course will be to introduce new members to what the hierarchy of leadership and involvement will look like in their chapter. By learning of the duties and responsibilities of those in chapter leadership the new member can better understand where he may fit best amongst the leaders of tomorrow.

EXERCISE: NEW MEMBER ELECTIONS

New Members participating in this exercise will apply the knowledge they have gained regarding their peers within the New Member class along with the information they received from the Chapter Structure course in the previous week. In utilizing both their own knowledge and information received the class will go through and vote upon their own class Executive Council.

EXERCISE: RUNNING A MEETING

New Members, by hosting and conducting their own new member class meeting, in this exercise will further discuss and analyze how a meeting is to be run within the chapter. This exercise which will follow a series of prompts will continue to build upon each New Member's understanding of parliamentary procedure and its impact on meeting structure and flow

SEXUAL MISCONDUCT REVIEW

In completing this course New Members will increase their awareness of sexual assault and related issues. In finishing this course members will have a better understanding of situations and scenarios involving this topic which will be covered in this course in the form of:

- Healthy Relationships & Consent
- Consequences of Sexual Misconduct
- Bystander Intervention and Support Resources

The scope of this course will be in demonstrating and educating members on topics that will assist them in creating safer environments not only for their chapter but within their community as a whole.

EXERCISE: HEALTH AND SAFETY REVIEW

This Peer-to-Peer Companion Guide will provide a Health and Safety Review Activity for members to engage in that will further develop their understanding of "Sexual Misconduct" in relation to their experience as both a student and in their life in general.



WEEK 6 OVERVIEW - SIGMA PI AT THE LOCAL LEVEL AND MENTAL HEALTH

GREEK VERNACULAR REVIEW

In completing this course the new member will be introduced to topics and information in particular that reside outside of Sigma Pi and relate more to the community of Greek Life surrounding it. Topics covered in this course will include:

- What Are Fraternities
- The Community
- Governing Councils
- The Organization's Support System

The scope of this course will be in assisting new members to become acclimated to the fact that not only are they in the process of becoming a part of the chapter of Sigma Pi on their campus but that in doing so they will be a member of that community as well.

MENTAL HEALTH REVIEW

In completing this course Initiate Elects will be provided with information regarding mental health. From campus statistics to intervention tactics and combating stigmas this course will cover the following topics:

- Common Mental Health Issues
- How to Recognize Mental Health Issues with Yourself and Others
- Resources for dealing with the aforementioned Topics

The scope of this course is to provide members with a suppository of information that will allow for them to have a greater understanding and ability to take the appropriate steps when it comes to the mental of not only themselves but their peers.

EXERCISE: HEALTH AND SAFETY REVIEW

This Peer-to-Peer Companion Guide will provide a Health and Safety Review Activity for members to engage in that will further develop their understanding of "Mental Health" in relation to their experience as both a student and in their life in general.

ADDITIONAL RESOURCE: SIGMA PI LIFELINE

In April of 2020 Sigma Pi partnered with the JED Foundation to further advance its ability to assist its members in the area of Mental Health. This partnership has produced a slew of additional resources for members of the organization along with the fraternity's own ULifeline webpage in the form of Sigma Pi Lifeline.

EXERCISE: PREPARING FOR THE GOLDEN QUEST

Initiate Elects, in their final week of the Bayard Membership Experience, will utilize this exercise as they begin to prepare for the Golden Quest and their initiation into Sigma Pi. This exercise will approach the significance of ritual and their upcoming transition into becoming fully initiated members by delving into the "Hero's Journey" which will reflect and highlight different elements of their upcoming experience.

ACTION ITEM

Submit An Initiation Report

At the conclusion of week six, Initiate Elects will need to pay their Initiation Fee and be submitted on an "Initiate Report" by the chapter after going through the Golden Quest. Members will begin their lifelong membership after the ritual has been successfully conducted and their report has been approved.



SIGMA PI POLICIES

ANTI-HAZING

Hazing is contrary to the creed, standards, ideals, mission, and goals of Sigma Pi Fraternity and such activity by our members is hereby prohibited. No chapter shall encourage or conduct hazing activities. Permission or approval by a person being hazed is not a defense. 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, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips or any 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 humiliation games and activities, and any other activities which are not consistent with fraternal law, ritual or policy or the regulation and policies of the educational institution.”

Sigma Pi Fraternity also has a toll free anti-hazing hotline: **1-888-NOT-HAZE** (1-888-668-4293). The line is available to those who think they, or students they know, have become victims of hazing. Callers may remain anonymous, or they can provide personal information so that their concerns can be responded to directly. The hotline connects directly to a dedicated voice mailbox at the Cincinnati law firm of Manley Burke, the publisher of Fraternal Law.

SEXUAL ABUSE AND HARASSMENT

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, that are demeaning to women or men, including but not limited to verbal harassment and 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 policy is prohibited.

ALCOHOL AND DRUGS

In any activity or event sponsored or endorsed by a Sigma Pi Entity, including those that occur on or off its Premises:

1. Sigma Pi Entity, members, and guests 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.
2. Sigma Pi Entity, members, and guests must follow the federal 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 Premises or at any activity or event sponsored or endorsed by the Sigma Pi Entity.
3. Alcoholic beverages must either be: (1) provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or (2) brought by individual members and guests through a bring your own beverage (“BYOB”) system. The presence of alcohol products above 15% alcohol by volume (“ABV”) is prohibited on any Sigma Pi Entity Premises or at any event, except when served by a licensed and insured third-party vendor.
4. Common sources 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).
5. Alcoholic beverages must not be purchased with Sigma Pi Entity funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
6. A Sigma Pi Entity 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.
7. A Sigma Pi Entity 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 Sigma Pi Entity event.

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SIGMA PI POLICIES

8. Attendance by non-members at any event where alcohol is present must be by invitation only, and the Sigma Pi Entity must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio, and must not exceed local fire or building code capacity of the Premises or host venue.
9. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into Sigma Pi, including but not limited to “bid night,” “Big/Little” events or activities, “family” events or activities, and any ritual or ceremony.
10. Sigma Pi Entity members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

FIGHTING AND PHYSICAL ABUSE

The Fraternity will not tolerate or condone any form of fighting or physically abusive behavior while on chapter premises or during a Fraternity event, in any situation sponsored or endorsed by the chapter, or at any event a reasonable observer would associate with the Fraternity.

FIRE, HEALTH, AND SAFETY

- All chapter houses should meet all local fire and health codes and standards.
- All chapters should post by common phones and in other locations emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back door of each sleeping room.
- All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
- The possession and/or use of firearms or explosive or incendiary devices of any kind on chapter premises or during a Fraternity event or in any situation sponsored or endorsed by the chapter is prohibited.
- Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.

WATER FEATURES

The use of self-constructed pools, bodies of water, slip-and-slides, or similar on chapter premises or at any event a reasonable observer would associate with the Fraternity is prohibited.

EDUCATION

All active members and new members shall be instructed on the Risk Management Policy of Sigma Pi Fraternity annually. A copy of the Risk Management Policy is also available on the Fraternity’s website.

GOOD SAMARITAN

A member who immediately obtains appropriate professional medical care for a person experiencing a medical crisis or emergency, including emergencies related to the use or consumption of alcohol or drugs, will not, along with anyone else who assists, be subject to individual disciplinary action by the fraternity with respect to the incident. This is the case even if the member who is assisting was a contributing factor to that emergency. This policy shall not apply if the fraternity determines that the member provided false or misleading information in the course of an investigation, or otherwise acted in bad faith.

A chapter that immediately obtains appropriate professional medical care for a person experiencing a medical crisis or emergency, including emergencies related to the use or consumption of alcohol or drugs, may be eligible for mitigation of

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SIGMA PI POLICIES

charges related to violations of organizational policies. To be eligible for this potential mitigation, members of the chapter will be required to meet in person or by phone with a national staff member or an alumni volunteer designated by the fraternity. This policy shall not apply if the fraternity determines that the chapter, through its leadership, provided false or misleading information in the course of an investigation, or otherwise acted in bad faith.

TRANSGENDER POLICY

Those who self-identify as men and otherwise meet the requirements for membership as stated in the Fraternity's Constitution and Bylaws are welcome to seek membership in the organization.

ANTI-DISCRIMINATION POLICY

In accordance with the Creed of the Fraternity, no Chapter shall deny membership to an individual meeting the criteria outlined in this article and the academic standards of both the Fraternity and the Chapter's host institution based on race, color, ethnicity, country of origin, sexual orientation, religion or disability.

NON-FINANCIAL REINSTATEMENT POLICY

For non-financial reinstatement requests, the individual or Chapter must complete the following:

- Documentation that the individual has abided by all sanctions put in place with the expulsion
- Letter from the Chapter explaining in detail why the individual should be reinstated
- Any documentation to show how the individual is worthy of being a Brother again

If the individual who submitted the reinstatement request is not the individual who submitted the expulsion request, the individual who submitted the request must be contacted to supply their opinion for the reinstatement.

All information must be sent to the Executive Office, which will compile the information to be sent to the Judicial Committee of the Grand Council. The Judicial Committee will review the membership reinstatement request and supply the Grand Council a recommendation for the request. The information will then be sent to the Grand Council for a final review and vote.

While an individual or Chapter may submit an appeal request, it does not mean that the individual will be reinstated. If an appeal is denied, the member may not resubmit a new appeal for a minimum of five years.

