



ALPHA PI PHI INTERNATIONAL SORORITY  
**Alpha Chapter Preliminary Risk  
Report**

**Content Warning**

The following may trigger some as it includes information regarding hazing and sexual assault, please prioritize your own mental and emotional well being, above all else while reading. Should you need to speak to someone about this please seek out support as needed.

**Introduction**

During summer 2022 ICAPP was made aware of hazing allegations occurring in Alpha Chapter during Bid Night as well as during Initiation. Following these allegations Risk and Standards have met with a multitude of Alpha Alum and Active members and have confirmed these allegations to be true. It has been confirmed that during both initiation and bid night hazing has been occurring. During initiation, Bigs are stripped during the ice cream activity, though some members may be comfortable with the stripping, there is a culture that makes members not able to say no, and new members do not have the ability to give consent to watching this occur therefore this is hazing and not consensual. These actions are not only a concern of hazing, but also concerns of illegal activity. One cannot consent to hazing, as such, all members experiencing this are violated. If anyone ever expresses discomfort during those activities, legally, it becomes a matter of sexual assault. Additionally the ice cream activity was banned in Fall of 2021 by ICAPP due to COVID-19 concerns, and as such should have never occurred last year.

In addition to Initiation there are practices during Bid Night that cause mental distress to new members. During Bid night, the "switch offer" that occurs has placed numerous then PNM's under mental distress which constitutes as hazing. It has become evident to ICAPP that this is a culture of bullying and hazing occurring in Alpha Chapter. Although we recognize most members are unaware of the severity of these actions, they must be dealt with.

Should members be unaware of Alpha Pi Phi's Anti-Hazing policy members are encouraged to refer to the [Chapter Operations Manual](#), located on the international website. If members need support finding this information they are always welcome to connect with any member of ICAPP to gain [website](#) access.

### **Limitation**

Although all efforts have been made to prioritize all member wellbeing during the investigation, we recognize that the nature of these concerns are inherently triggering. The VP's of Risk and Standards have made all attempts to make interviews feel as safe as possible however we recognize that we are not trained professionals, and as such may have made mistakes along the way. We have included some resources at the bottom of this document. We will continue to attempt to find accessible resources throughout this difficult time. Should members need additional support or region specific support please contact our CO-VP's of Risk and Standards. ICAPP is here to support all sisters, however we encourage professional help where needed and acknowledge our limitations.

### **Plan of Action**

Henceforth, Alpha Chapter will be placed on probation for the 2022-2023 school year. Alpha Chapter will be permitted to hold a rush and recruitment period however the Co-VP's of Standards and Risk will be involved throughout the process to ensure there is a safe environment. Bid night will no longer have a "switch offer" where members are first made to think they had an unsuccessful rush period and then given the bid. As per last year, the ice cream activity will continue to be banned at Alpha Chapter. At no point, in time in any activity, will any member, whether Active, Alum, or AMPP, be asked to strip, be required to be stripped by any one else or made to take part in activities that do not feel safe or welcoming. In no situation can one consent to hazing. Hazing is anything that COULD cause distress whether physical, emotional, or mental well being. This includes but is not limited to: removal of clothing, fear tactics, intimidation, degradation, causing emotional distress, or speaking of doing anything that could distress the person. If at any time a member is unclear if something is hazing members are encouraged to reach out to ICAPP for support

All active Alpha members will undergo a mandatory anti-hazing and anti-bullying workshop, this training is not a punishment but rather an opportunity to clarify some seeming misconceptions of hazing and bullying "exceptions." ICAPP recognizes that some of the 'traditions' have been a part of the Chapter for many years and as such this may have been seen as a 'normal part of the sorority'. The goal of the anti-hazing training will be to reestablish the way these activities are viewed and to protect future members from experiencing these things.

### **Probation Terms**

The following outlines the probation terms which ICAPP is expecting for Alpha Chapter; these terms have been discussed with the ICAPP executive team and with the Alpha Chapter Advisor. The goal of the probation is to get Alpha Chapter into a healthy and happy place for all members and we hope that through the terms outlined we will see the success of Alpha Chapter shortly.

1. VP's of Risk/Standards may attend all Chapter/exec meetings at their discretion
  - a. 12 hours notice will be provided to the Chapter President

2. Co VP's of Standards and Risk Management will attend Initiation and Bid night during the 2022/2023 term
3. Alpha Chapter is able to hold Rush, however it will be monitored closely by ICAPP
  - a. Co VP's of Standards and Risk Management must be in all group chats, pages and groups regarding rush and chapter
  - b. Open invitation to any and all rush events that Co VP's wish to attend
    - i. 12 hours notice will be provided to the Chapter Chapter
  - c. Google form may be sent to PNM and/or AMPP to assess the experience of rush
4. Alpha Chapter must undergo an anti-hazing and anti-bullying workshop lead by ICAPP during the 2022/2023 academic year
5. Alpha Chapter Executives will have workshops, as needed, with Co VP's of Standards and Risk Management to retrain chapter leadership to ensure Alpha Pi Phi documents, procedures and practices are being followed correctly.
6. Alpha Chapter Alum who have become Alum prior to Fall 2022 are required to have a meeting with Co-VP's of Risk and Standards should they wish to service ICAPP
  - a. The intention of this meeting is to discuss the changes which are being made at Alpha Chapter, to update Alum members of the state of Alpha Chapter
  - b. The content of the conversation will be shared with the hiring committee (for executives members) and the Chapter Advisors and ICAPP (for chair positions)
  - c. Alpha Alum will still be able to serve as Chapter Advisor
  - d. Alpha Alum will still be able to participate on committees within Alpha Pi Phi
  - e. These meeting will be required until Spring 2026
7. An optional CP will be offered to Alpha Chapter by ICAPP to allow Alpha Chapter members to reflect, process and heal during the 2022/2023 academic year.

The probation will be up for review during the spring of 2023 by ICAPP. During this review ICAPP will meet with the chapter to examine the completion of the probation terms. The review may result in some requirements that will continue into future years based on the findings of the review. If the chapter as a whole or specific members do not uphold the following probation the charter and/or specific member standings may be terminated

### **Next Steps**

Specific member standings and roles in these **and** other concerns are still being investigated, as such this is an ongoing investigation and all members, both active and alum, are expected to assist in the investigation. Our Co-VP's of Standards and Risk Management, as well as the rest of ICAPP, have the utmost faith that together we can change the path of Alpha Chapter.

### **Supports**

We recognize that many members may not have realized what was happening to them was hazing and that this realization can bring trauma to members. We are currently working on a comprehensive list of resources to share but during this difficult time members are encouraged to reach out to our Co-VP's should they need to talk and be in need of support.

**Ottawa Rape Crisis Centre**

Text Line: 613-544-6424

Operates 12 pm-12 am everyday

**Carleton Mental Health Services**

613-520-6674, or if you live in Residence call 613-520-2600 ext. 8061

**Lesbian Gay BI Trans Youth Line**

<https://www.youthline.ca>

Has a live chat option as well as resources

**Crisis Text Line**

<https://www.crisistextline.org/topics/sexual-abuse/#understanding-sexual-abuse-1>

Text HOME to 741741 to connect with a crisis counselor

Signed,

International Council of Alpha Pi Phi Sorority