



Second District MSP In-person Training

Anti Hazing Workshop

Presented by the District Counselor
Second District | Omega Psi Phi Fraternity, Inc.

January 2023

IHQ Forms

- IHQ Policy and Statement on Hazing
- MSP Candidates' Acknowledgement on Hazing
- Acknowledgement by MSP Qualified Brothers

IHQ Forms – Official Policy

- Statement on Hazing

OPP Statement of Position on Hazing

OMEGA PSI PHI FRATERNITY, INC. STATEMENT OF POSITION ON HAZING

MANHOOD

SCHOLARSHIP

The Omega Psi Phi Fraternity, Inc. embraces the principles contained in the Statement of Position on Hazing as promulgated by the Fraternity Executives Association. However, for its own intent and purposes, the Omega Psi Phi Fraternity, Inc. espouses the following as its official Statement of Position on Hazing; to wit:

Omega Psi Phi Fraternity, Inc. strictly prohibits and expressly denounces the practice of hazing in any form during the pre-initiation activities for any of its chapters or by any of its members against any person seeking admission to the organization. "Hazing" is defined by any reckless or intentional action taken or any situation created which produces mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations include, but are not limited to:

- padding in any form;
- creation of excessive fatigue;
- creating or inflicting physical and/or psychological shocks;
- conducting quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside the confines of a house/domicile;
- public wearing of any apparel or paraphernalia which is conspicuous, not normally in good taste or otherwise banned;
- engaged in public stunts and buffoonery;
- morally degrading or humiliating an individual(s) through words or deeds;
- conducting late (after established hours) sessions which interfere with or prohibit the pursuit of scholastic attainment or productive work; and
- the conduct of any activities, express or implied, which are not consistent with the Cardinal Principles espoused by the Fraternity or the academic missions of colleges or universities where chapters of the Fraternity may exist.

The express or implied consent of a person to any such actions shall not be considered as an exception to this policy and is not defensible as a violation thereof.

PERSEVERANCE

Revision Feb. 2017

UPLIFT

IHQ Forms – MSP Candidates

- Anti Hazing Confirmation by MSP Candidates
(3 Forms)

MSP Candidate Acknowledgement

ACKNOWLEDGEMENT AGREEMENT

I _____ who reside

Print Full Name

at _____

Street Address

City

Zip Code

1. I have read the Fraternity's policy on hazing. _____ (Please Initial)
2. I have taken and passed an exam regarding the Fraternity's policy on hazing. _____ (Please Initial)
3. I will not voluntarily participate in any activity that constitutes hazing. _____ (Please Initial)
4. I realize I am subject to being barred from pursuing membership in the Fraternity if I willfully participates in any unauthorized meetings or activities. _____ (Please Initial)
5. I will disclose to an official of the Fraternity if I am encouraged to partake in any unauthorized activities. _____ (Please Initial)

Candidate's Signature

Date

NOTARY

Date

I hereby attest that I have read the statements above and have provided my initials and signature in accordance with said statements. I declare that I will honor the above statements and such statements represent my actions, intent and beliefs.



Parental Notice

Form 9A-4
Revised Feb. 2017

NOTICE TO PARENTS OF PROSPECTIVE CANDIDATES UNDER 21

TO: Parents/Guardian

FROM: District Representative
Membership Selection Chairman
Baskeus

RE: Omega Psi Phi Fraternity, Inc. – Membership Selection Process

Omega Psi Phi Fraternity, Inc. has opened its doors for membership. Our focus is on identifying and bringing in high quality new members into the organization that will form life-long friendships through mentoring and community involvement. We are seeking membership in the Omega Psi Phi Fraternity, Inc.

Because _____ is under the age of 21, you are being notified of his potential involvement. In order for him to complete the Membership Selection Process, you must execute:

- a. Medical Consent, and Release Form
- b. Acknowledgement and Indemnification Agreement

We have also enclosed Omega Psi Phi Fraternity's Statement of Position on Hazing. Should you have any questions, please feel free to contact the District Representative and/or the Membership Selection Chairman at the following addresses:

_____ District Representative
Address
City, State, Zip
Phone Number

_____ Membership Selection Chairman
Address
City, State, Zip
Phone Number

Sincerely,

Attachments: Statement of Position on Hazing
Form 89 - Medical Release and Consent
Form 9a-20 - Acknowledgement and Indemnification Agreement

MSP Candidate Certification

FORM 9A
Attachment 1
Revised Feb. 2017

PART IV A. CERTIFICATION

Name (Print) _____

Address _____

I understand that withholding information requested on this form or knowingly giving false information may make me ineligible for admission to Omega Psi Phi Fraternity, Inc. or subject to dismissal, if determined after I become a member. I certify that the statements I have made on this application are correct and complete to the best of my knowledge, information and belief.

AS A CONDITION OF MY PARTICIPATION IN THE OMEGA PSI PHI FRATERNITY, INC.'S MEMBERSHIP SELECTION PROCESS (MSP), I DO HEREBY ENTER IN THE FOLLOWING STIPULATIONS, COVENANTS AND AGREEMENTS:

I certify that I am aware of the fact that Omega Psi Phi Fraternity, Inc. expressly prohibits and vehemently opposes the use of physical or mental harassment/hazing in any of its activities. I understand that hazing includes but is not limited to physical violence such as padding, slapping, pushing of my body by any object, device or hand; strenuous exercise, forced inducement or the causing of me to consume any food, liquid or other substance, pouring, sprinkling or covering of my body with any substance; threatening or causing me to be placed in fear of receiving any physical injury such as the activities listed above and generally any act or acts which would tend to cause any person any humiliation, embarrassment or physical harm. I agree that I shall never permit any acts of hazing, whether they be physical or mental, to be used against me before, during or after The Membership Selection Process. I further agree to report any acts of hazing or attempted hazing promptly to the Regional MSP Team in writing with a copy to the District Representative. I understand that no punitive action will be taken against me for rendering said report. Further, I understand that failure to render said report shall serve as sufficient cause for my dismissal from the MSP program or from the Fraternity if admitted. Additionally, I have been informed that I am entitled to receive a listing of the fees associated with admission to membership in the Fraternity and a copy of the roster which lists the financial members of the Chapter. I understand that only the members of the Regional MSP Team are permitted to be involved with me and my activities as a prospective for membership.

I understand that Omega Psi Phi Fraternity, Inc. is a non-profit corporation, incorporated in Washington, D.C., and having its domicile and principal place of business in Decatur, GA. I hereby stipulate and agree that any and all lawsuits other than claims that I may have arising out of my participation in the Omega Psi Phi Fraternity, Inc. MSP shall be governed by the laws of the District of Columbia, and that such lawsuits and claims shall be brought, filed sued upon solely within the jurisdiction of the courts of the District of Columbia.

I certify that I have read this document thoroughly and understand same; that I agree to and do bind myself to all of the terms and conditions contained herein. Accordingly, I do hereby release the Omega Psi Phi Fraternity, Inc. and do hold same harmless, as well as its insurers, employees, agents, successors and assigns from any and all liabilities for damages incurred by me as a result of my participation in its MSP. I further bind my legal representatives, heirs, successors and assigns to the terms and conditions of this agreement.

I agree that, should any part of this agreement be found to be illegal, for any reason, the illegal part or parts shall be severed herefrom and the remaining agreements and stipulations shall be given full force and effort as if those severed did not exist.

I certify that I am at least eighteen years of age, or that I am the parent or legal guardian of the applicant herein and do exercise this document on his behalf. Further, I certify that I enter into these stipulations and agreements knowingly, freely and without duress or coercion of any kind.

Witness my hand and seal this day of, 20____, city/state

Applicant Name (Print) Notary Public's Signature _____

Signature: Applicant/Parent/Legal Guardian Commission expires (Date) _____

Notary Stamp or Seal

IHQ Forms – For the Brotherhood

- Anti Hazing Acknowledgement & Indemnification Agreement for the Brothers

Acknowledgement & Indemnification Agreement

Form 9A-20

OMEGA PSI PHI FRATERNITY, INC.
ACKNOWLEDGEMENT AND INDEMNIFICATION AGREEMENT

Name of Member (Print) _____
Control Number _____
Street Address _____
City/State/Zip Code _____
Chapter Name _____ Chapter Location _____

I certify that I am aware of the fact that Omega Psi Phi Fraternity, Inc. expressly prohibits and vehemently opposes the use of physical or mental harassment/hazing in any of its activities. I understand that hazing includes, but is not limited to, physical violence such as paddling, slapping, pushing of another's body, by use of any object, device or hand, strenuous exercises, forced induction or the causing of another to consume any food, liquid or other substance, pouring, sprinkling or covering of another's body with any substance, threatening or causing another to be placed in fear of receiving any physical injury such as the activities listed above and generally, any act or acts which would cause any person any humiliation, embarrassment or physical harm.

I agree that I shall report any acts of hazing or attempted hazing promptly to the Membership Selection Team in writing with a copy to the District Representative, or directly to the District Representatives. I understand that failure to render said report shall serve as sufficient cause for my dismissal from the Fraternity.

I understand that the Omega Psi Phi Fraternity, Inc. is a non-profit corporation, incorporated in the District of Columbia, and having its domicile and principal place of business in Decatur, Georgia.

I understand that the only agents of the Fraternity are the Supreme Council and/or the Grand Conclave, who may from time to time, employ persons or firms to act on behalf of the Fraternity. I understand that, as member or potential member of Omega Psi Phi Fraternity, Inc., I am not an agent of the organization. Further, I understand that I have no authority whatsoever to enter into any agreements, whether oral or written that would obligate Omega Psi Phi Fraternity, Inc. in any way.

I certify that I have read this document thoroughly and understand same, that I agree to and do bind myself to all of the terms and conditions contained herein. Accordingly, I do hereby release and indemnify the Omega Psi Phi Fraternity, Inc. against any claim, loss, damage, or expense caused by me for actions which subject the Fraternity's assets to judgments for losses, damages or expenses awarded by a court or agreed upon in settlement negotiations. I further bind my legal representatives, heirs, successors and assigns to the terms and conditions of this agreement.

I certify that I enter into these stipulations and agreements knowingly, freely and without duress or coercion of any kind.

Signature

Date

Λφελήματα Ψυχῆ Φιλία
Friendship is Essential to the Soul

Problems

- Making them “Right”
- Pre-pledging
- Private (unsanctioned) sets
- Underground (traditions)
- Allowing Non-MSP Qualified Bruhz to “pledge boys”

Consequences

- Personal Injury
 - Pain and Suffering
- Property Damage
- Wrongful Death
- MSP Violations Exposes
 - the individual brother
 - the chapter and
 - the Fraternity!

Biggest Problem

“It won’t happen to me!”

Best Practices:

How best to get to know candidates

- Public Events - A "public event" is any activity conducted by the chapter that is open to the public and to which anyone in the general public is welcome to attend without restriction or qualification.
- Examples :
 - community service projects
 - public forums
 - public picnics
 - public debates
 - church worship services
 - public social gatherings
 - voter education and mobilization events
 - public health screenings (e.g. blood drives, blood pressure screenings)
 - social justice rallies/marches
 - disaster relief drives

What if something still happens?

Investigations

- When there's an allegation the Office of the Second District Counselor is advised
- Everything stops – No MSP pending the investigation
 - We will interview all the candidates and any brother allegedly involve.
 - A report is generated and a decision is made by the District Counselor as to whether to suspend the brother(s), the chapter and/OR cancel MSP for the season.
 - If needed we can do a polygraph test, chapter pays for it if they refuse, the chapter and everyone involve is suspended.
- You have a duty to report

Indemnification

- If the investigation concludes that there is a violation the name of the game is to protect the Fraternity!
- We will ALSO use our efforts to also protect the chapter and the financial brothers involved.

Advice for Chapters

- **Do not do your own investigations.**
 - Admissible
 - Our investigations are protected under attorney client privilege
- **Fully cooperate with the District Counselor's investigation.**
 - Avoid paying for polygraph test
 - Avoid suspension for noncompliance
- **For undergrads, do not speak about the facts with the university, campus police or local law enforcement without talking to the Office of the District Counselor.**
 - Compliance and cooperation

Questions

James Lee, Esq.

District Counselor

Second District

(267) 975-6843 Cell