

**LAMBDA KAPPA GAMMA SORORITY, INCORPORATED**  
**ANTI-HAZING POLICY & COMPLIANCE PROTOCOL**

**Effective Date:** January 1, 2026

**Applies To:** All members, aspirants, officers, advisors, volunteers, contractors, and any person acting on behalf of the Sorority.

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**I. ZERO-TOLERANCE POLICY**

Lambda Kappa Gamma Sorority, Incorporated, maintains a strict zero-tolerance policy toward hazing in any form.

Hazing is prohibited:

- During intake, orientation, education, or initiation processes
- At official or unofficial events
- On or off sorority premises
- In person, electronically, or via social media
- Whether the individual appears willing or not

**Consent is not a defense.**

No member may require, permit, encourage, or condone hazing.

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**II. DEFINITION OF HAZING (TENNESSEE-ALIGNED)**

In accordance with Tennessee law principles, hazing includes any intentional, knowing, or reckless act committed by a person or group against another person for purposes of initiation, affiliation, membership, or status that:

- Endangers mental or physical health or safety
- Creates a substantial risk of harm
- Causes physical injury
- Causes emotional distress, humiliation, or degradation
- Coerces participation in unsafe or unlawful conduct

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### **III. PROHIBITED CONDUCT**

The following are strictly prohibited and constitute hazing:

#### **A. Physical Endangerment**

- Forced consumption of alcohol, drugs, food, or substances
- Sleep deprivation
- Excessive physical activity or exercise
- Exposure to extreme temperatures
- Physical assault, paddling, striking, or forced contact
- Withholding medical attention

#### **B. Psychological or Emotional Harm**

- Yelling, intimidation, threats
- Public humiliation or degradation
- Degrading names or titles
- Isolation from family or support systems
- Forced disclosure of personal trauma
- Manipulation or fear-based obedience tactics

#### **C. Servitude or Exploitation**

- Forced errands or unpaid labor unrelated to legitimate service
- Financial extortion or unapproved “fines”
- Coerced fundraising quotas with punishment attached
- Required tasks that interfere with employment, caregiving, or health

#### **D. Sexual Misconduct**

- Any sexualized acts, coerced nudity, or inappropriate contact

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### **IV. APPROVED INTAKE ACTIVITIES**

The following are permissible when conducted respectfully and safely:

- Structured leadership workshops
- Community service projects
- Educational modules
- Mentorship pairings
- Group bonding discussions
- Values-based reflections
- Professional development assignments
- Scheduled rehearsals for public ceremonies

All intake activities must:

- Be pre-approved in writing by the Intake Oversight Committee
- Have a written agenda
- Occur within designated hours
- Be documented

No “secret tasks” are permitted.

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## **V. DUTY TO REPORT**

All members have an affirmative obligation to report suspected hazing.

Reports may be made to:

**National Compliance Officer:**

[Name]

[Phone]

[Email]

**Anonymous Reporting Form:**

LKG@lambdakappagamma.org

If there is immediate danger, members must call 911.

Failure to report known hazing may result in disciplinary action.

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## **VI. NON-RETALIATION**

Retaliation against any person who reports hazing or participates in an investigation is strictly prohibited.

Retaliation includes:

- Harassment
- Social exclusion
- Threats
- Loss of opportunities
- Character attacks

Violations will result in discipline up to removal from membership.

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## **VII. INVESTIGATION PROCESS**

1. Report received and acknowledged within 72 hours
2. Immediate safety review conducted
3. Neutral investigator assigned
4. Written statements collected
5. Evidence reviewed (messages, emails, videos, witness accounts)
6. Determination made using “Preponderance of Evidence” standard
7. Written findings issued

Confidentiality will be maintained to the extent possible.

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## **VIII. DISCIPLINARY ACTIONS**

Sanctions may include:

- Mandatory retraining
- Written reprimand

- Removal from intake roles
- Suspension
- Expulsion
- Chapter probation or moratorium

If conduct violates Tennessee criminal law, the Sorority reserves the right to cooperate with law enforcement.

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## **IX. TRAINING REQUIREMENTS**

All members must complete annual Anti-Hazing & Ethical Leadership Training.

All Intake Team Members must complete enhanced compliance training before serving.

Training completion will be documented and retained.

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## **X. RECORDKEEPING**

The Sorority will maintain confidential records of:

- Reports
- Investigation findings
- Sanctions
- Training completion logs

Records will be retained in accordance with organizational retention policy.

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## MEMBER ACKNOWLEDGMENT FORM

I, \_\_\_\_\_, acknowledge that I have received, read, and understand the Anti-Hazing Policy of Lambda Kappa Gamma Sorority, Incorporated.

I understand that:

- Hazing is strictly prohibited.
- Consent is not a defense.
- Failure to report hazing may result in disciplinary action.
- Violations may result in suspension or removal.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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## INCIDENT REPORT FORM

**Date of Report:**

**Name of Reporter (optional):**

**Contact Information (optional):**

**Date of Incident:**

**Location of Incident:**

**Names of Individuals Involved:**

**Detailed Description of Incident:**

**Were there injuries? Yes/No**

**Was emergency care sought? Yes/No**

**Witnesses (if known):**

Submit to: [ethics@lambdakappagamma.org](mailto:ethics@lambdakappagamma.org)

Or submit anonymously via: [lambdakappagamma.org](http://lambdakappagamma.org)