

COURAGE IN PHI SIGMA KAPPA

CASE STUDY OPTIONS

Instructions for the Inductor:

- Prior to the meeting, read through the case studies and select which ones you will have the associate members work through.
- It is suggested that you select at least one case study within each category: alcohol, drugs, hazing, and sexual assault. Work with your Chapter Adviser, Executive Board, or Chapter Consultant if you are unsure which case studies are most appropriate for your chapter.
- We suggest breaking the associate members into pairs or smaller groups and having them each work on a different one, if possible. If you have a smaller associate member class, have them work on several case studies as one group, or have them work on a case study individually and report back to the rest of the brothers.
- When printing the case studies for the associate members, **be sure to not include the “facilitator tip”** underneath each case study. This is to make sure you don't give them the answer and you cover all challenges in the case study.

Drugs

1. *You're at one of your associate member meetings where the big brothers were in attendance. At the end of the meeting, the Inductor asks if anyone has any other questions or announcements. One of the older brothers stands up and explains that he recently got a prescription for Adderall and is willing to “share for anyone who wants to negotiate.” You know this particular big brother is one of the rowdier guys in the chapter and has been known to require “favors” from his little brother such as doing his laundry or being his designated sober driver. You're not comfortable with him making this announcement but don't want to embarrass yourself if you're the only one who feels this way. How would you intervene?

***Facilitator tip:** This case study alludes to selling and distributing prescription drugs, which is illegal, and the big brother potentially hazing.*

2. *You're at an off-campus house party with a few of your brothers and some friends of yours who are in a sorority. You all have been drinking for the past few hours and someone you don't know walks up to the group and asks if anyone wants to go to the bedroom to smoke weed. One of your friends in the sorority immediately says “Sure!” and starts to walk away with the guy. You know she's putting herself at risk but are unsure of how to stop her without offending anyone. How would you intervene?

***Facilitator tip:** This case study alludes to combining alcohol and marijuana, which can double the effect of alcohol on the body and is dangerous, and a woman putting herself in a risky position with a man she doesn't know.*

**indicates a scenario that falls under multiple categories*

3. One of your associate members who you used to be close with during the first few weeks of the semester hasn't been at Phi Sig events lately. You've texted him a few times, but he doesn't respond very often. You know he's been at a lot of parties lately and that's probably affecting his schoolwork, in addition to his involvement with the chapter. The next time you hang out with him, he seems different and is distant. He goes to the bathroom at one point and comes back more energized and ready to party. You knew he was doing drugs at parties, but this behavior makes you afraid he's using more frequently. How do you intervene?

Facilitator tip: *This case study alludes to drug abuse but could also tie in with mental health challenges. Either way, a brother pulling away from his responsibilities and becoming more distant is cause for another brother to step in.*

Hazing

1. *You're at one of your associate member meetings where the big brothers were in attendance. At the end of the meeting, the Inductor asks if anyone has any other questions or announcements. One of the older brothers stands up and explains that he recently got a prescription for Adderall and is willing to "share for anyone who wants to negotiate." You know this particular big brother is one of the rowdier guys in the chapter and has been known to require "favors" from his little brother such as doing his laundry or being his designated sober driver. You're not comfortable with him making this announcement but don't want to embarrass yourself if you're the only one who feels this way. How would you intervene?

Facilitator tip: *This case study alludes to selling and distributing prescription drugs, which is illegal, and the big brother potentially hazing.*

2. Your big brother happens to be in one of your classes. He's recently missed a lot of classes because he is an officer in Phi Sig and has a part-time job. He often will ask for your notes from class. You usually don't mind helping him out because he works so hard for the chapter. After a few weeks, he begins to ask for your completed assignments and answers to the study guide the professor reviewed in class before mid-terms. When you were hesitant, he became pushy saying "this is what brothers do." When the professor begins to discuss the end-of-semester group project, your big brother asks you to partner with him because he knows you'll "take care of it." You really don't want to because you have a lot going on in your other classes and could use a partner that would contribute. You're afraid saying "no" might impact what your big brother and the other older brothers think of you. You don't want to risk not being initiated next week. How would you intervene?

Facilitator tip: *While this may not be seen as direct hazing, there's definitely some peer pressure and fear of retaliation if the brother doesn't lend his big brother course materials, which could be considered hazing.*

**indicates a scenario that falls under multiple categories*

3. You're in a class with a few friends you met during freshman orientation over the summer who are now pledging another fraternity. They come to class every Friday looking horrible; like they've been up all night. You ask them if they're okay and they always say "yes," but never look or seem okay. The class also meets Mondays and Wednesdays and they always seem fine those days, but Fridays are different. They never seem happy about the night before like they've been partying and having a good time; they just seem disheveled and tired. You suspect the older brothers in that fraternity are making them stay up all night and they are being hazed but you don't want to be a snitch. How would you intervene?

Facilitator tip: *While this is about another fraternity, it's important to ensure safety of all members of the fraternity and sorority community. Usually the campus fraternity and sorority life office has a way to report suspected hazing anonymously. Make sure you know how they can report hazing and share with associate members.*

4. It's the beginning of your second year in Phi Sig and you couldn't be more excited to get a new associate member class, maybe run for an officer position, and take a little brother. You and some of your associate class brothers are eating dinner at a restaurant the night before classes start. One of them begins to mention his excitement for recruitment and to get new "pledges." He goes on to explain to everyone that he feels as though "we missed out" by not being hazed even a little bit and wants to start a few "traditions" for your chapter. The suggestions he's making aren't anything crazy or dangerous, such as making associate members wear specific outfits one day each week or plan a scavenger hunt around campus, but you know that would still be considered hazing and is against university and Phi Sigma Kappa policy. You seem to be the only one who doesn't agree, so you don't want to go against your brothers, but you also don't want the chapter to get in trouble. How would you intervene?

Facilitator tip: *While no hazing has occurred yet, and the hazing isn't anything seemingly dangerous, now is the time to stop discussion around it so it doesn't become a problem later.*

Sexual Assault

1. *You're at an off-campus house party with a few of your brothers and some friends of yours who are in a sorority. You all have been drinking for the past few hours and someone you don't know walks up to the group and asks if anyone wants to go to the bedroom to smoke weed. One of your friends in the sorority immediately says "Sure!" and starts to walk away with the guy. You know she's putting herself at risk but are unsure of how to stop her without offending anyone. How would you intervene?

Facilitator tip: *This case study alludes to combining alcohol and marijuana, which can double the effect of alcohol on the body and is dangerous, and a woman putting herself in a risky position with a man she doesn't know.*

**indicates a scenario that falls under multiple categories*

2. You're at a party and someone you've had a crush on for a while is there. They are pretty drunk, and so are you, so you decide to make a move. After talking a while, it's clear they want to be alone with you. You know that if you go back to your place you'll be tempted to have sex, but you are sure they are too drunk to give consent. You've been waiting to make a move for a long time and they also seem to really want to be with you too. You know you need to say "no," but you don't want to risk losing a chance with them. How would you handle this situation?

Facilitator tip: *This is a time when the brother would need to intervene with himself. If there are more questions about this case study, have brothers refer back to the **Integrity** in Phi Sigma Kappa meeting, or other training associate members participated in, around consent.*

3. In your associate member class GroupMe, your brothers are talking about the mixer/pair tonight with another sorority. Some of the guys are "claiming" girls in the sorority they want to try and sleep with tonight and are talking crudely about how they plan to go about doing that. Some of the women they're mentioning are your friends and you know they wouldn't like being talked about this way. How would you intervene?

Facilitator tip: *While no sexual assault has occurred yet, now is the time to intervene because the language being used is aggressive towards the women and is inappropriate. If an assault did occur, or was alleged, the GroupMe messages could be used as evidence and would not help the individuals or the chapter.*

Alcohol

1. *You're at an off-campus house party with a few of your brothers and some friends of yours who are in a sorority. You all have been drinking for the past few hours and someone you don't know walks up to the group and asks if anyone wants to go to the bedroom to smoke weed. One of your friends in the sorority immediately says "Sure!" and starts to walk away with the guy. You know she's putting herself at risk but are unsure of how to stop her without offending anyone. How would you intervene?

Facilitator tip: *This case study alludes to combining alcohol and marijuana, which can double the effect of alcohol on the body and is dangerous, and a woman putting herself in a risky position with a man she doesn't know.*

2. One of the brothers in your associate class just got dumped by his high school girlfriend. She attends a university a few hours away and was apparently cheating on your brother with some guy in her residence hall. Your brother is angry and upset and asks everyone to drink with him tonight in his residence hall room. You know he has a fake ID and can buy alcohol from the grocery store with no problem, but alcohol is not allowed in the residence halls and you are afraid of getting caught because the Resident Assistant (RA) is a stickler for the rules. He has a temper while sober and adding alcohol to this situation will probably make him more upset. You know this isn't a good idea for a variety of reasons—but are unsure of what to do. How would you intervene?

Facilitator tip: *This case study alludes to purchasing alcohol illegally, breaking campus policies, as well as drinking alcohol to handle emotions. Drinking while angry will enhance the mood of the individual and could lead to him getting aggressive.*

3. You are at a party with some brothers, a few of which have agreed to be designated sober drivers for the night. However, you notice one of them has a beer in his hand. The next time you see him, he's doing shots with some other brothers. One of them asks "Hey man, aren't you supposed to be the designated driver tonight?" He responds with "Yeah I've only had a few drinks though; I'm good." A half an hour later, you see him drinking another beer and he seems to be in a good mood, but not too drunk. He suddenly gets a call from someone needing a ride and he announces to everyone that he needs to leave. You're unsure that he should be getting behind the wheel, but decide he knows his own limits and is probably fine. How would you intervene?

Facilitator tip: *This case study alludes to driving under the influence and potential hazing, depending on how the brothers were asked to be designated sober drivers for the evening. Even if he seems "okay," his blood alcohol content (BAC) is still probably too high to legally drive, given he had multiple drinks that evening in a short time period.*

**indicates a scenario that falls under multiple categories*