

# INTEGRITY IN PHI SIGMA KAPPA

## FACILITATOR GUIDE

### Notes to Inductor:

- This topic is required but can happen at any point during the associate member experience.
- Consider bringing in an outside facilitator to lead this meeting, as associate members may be more honest, get to hear from an expert, and take the content more seriously. They can lead the meeting as written, or cover the same topics using their own material.
- If following this meeting facilitator guide to cover the Integrity topic, the “**Integrity** in Phi Sigma Kappa” associate member worksheet is important for this meeting.

### Total Time: 60 - 90 minutes

### Meeting Outcomes:

- Discuss common ethical dilemmas through a four corners activity.
- Explore the concepts of consent and Title IX.
- Define integrity.
- Describe an ethical decision-making model.
- Reflect on past unethical decisions.
- Participate in Brotherhood Circle.

### Materials & Preparation:

- Copies of the completed “Campus Resources” sheet for each associate member, found in the *Inductor’s Guide*, if not already distributed
- Four signs with “Agree,” “Strongly Agree,” “Disagree” and “Strongly Disagree” taped in each corner of the room
- Pre-select four corners questions that apply the most to your chapter
- Audio/visual equipment required to play video
- Consider utilizing an outside facilitator for this meeting
- Associate members should bring a pen or writing utensil ...

### Introduction: 5 minutes

- *Welcome everyone and ask if anyone has any questions regarding last week’s meeting or their associate member experience so far.*
- *Introduce the topic of the meeting, explaining this is going to focus on the week’s theme of integrity and what it means to be a fraternity man with Character as it relates to ethical decision-making.*
- *Briefly review the agenda for the meeting and see if anyone has any questions.*
- *Share:*
  - Remember from the **Founding** of Phi Sigma Kappa meeting, our Brotherhood Circle expectations:
    - Participate.
    - Actively listen.
    - Stay off electronic or mobile devices.

- Respect your brothers—don't interrupt, make fun of, or react negatively to something a brother says.
  - Because of the topics we're discussing today, I'd also like to add these two:
    - Stay open-minded.
    - If you disagree with something, disagree with the idea, not the person.
- *Ask if anyone has any expectations they'd like to add or if they have any questions. Transition into the first activity.*

### Four Corners: 10 - 15 minutes

- *Before the meeting, select at least five statements from the list below to ask during the four corners activity. You may have time for more or less, depending on how much discussion takes place after each question. Pick questions that you feel are most relevant to your chapter.*
  - **Facilitator tip:** *Work with your Chapter Adviser or President to add different statements if there are topics you'd like to focus on.*
- *Before you begin, share the following instructions:*
  - After I read each statement, pick the corner that best represents how you feel about the statement. You must pick a corner; there is no neutral zone.
  - Don't pick based on what you think the answer should be. This should be your individual, honest opinion.
  - After each statement, we'll have a few people in each corner share why they picked that corner.

### Four Corners: Possible Statements

1. It's fine to share study drugs such as Adderall with brothers who need the extra help studying.
  - **Facilitator tip:** *If everyone in the group chooses "agree" and/or "strongly agree", challenge them on this. Sharing Adderall is illegal and takes medicine away from brothers who are prescribed it and need it.*
2. It's okay to smoke marijuana (in a state/province that's legal), before a Phi Sig date party or social function because it's legal, just like drinking alcohol is.
  - **Facilitator tip:** *If you're not in a state/province where this is legal, you may want to skip this question or re-frame it to be about choosing to smoke marijuana over choosing to drink alcohol.*
3. Taking a bus or Lyft to a Phi Sig date party or social function means we can drink as much as we want.
4. Using the off-campus/satellite or "unofficial" Phi Sig house or apartment for parties is better than the chapter house, because we don't have all of the same restrictions and have to follow the same policies.

5. I don't mind sharing notes or assignments with brothers who are taking the same classes, because we both benefit since we don't have to go to every class and can use that time to study or work.
6. It's important for the older brothers to see how we act when we're drunk to make sure we don't do anything that would embarrass Phi Sig.
  - **Facilitator tip:** *If members agree with this, challenge them to think about this as hazing; forcing associate members to "see how they are" under the influence of alcohol or other drugs is hazing. Knowing how someone is when they are drunk doesn't determine whether or not they will make a good brother.*
7. A member's grades are their own business and we shouldn't care about how they do in school, as long as they're a good brother.
8. Seniors should get a pass on stuff like community service hours and attending chapter meetings. They've already given so much to the chapter.
9. I don't mind doing things like serenading sororities or having to wear suits to class every day because the older guys did it too when they were associate members. It shows our dedication to the Fraternity.
10. It's OK for a brother to hook up with someone who's had a little too much to drink if it was obvious that the other person was really into him before they got drunk.
  - **Facilitator tip:** *Question 10 is strongly suggested, as it leads into the next activity.*

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#### Four Corners Debrief: 5 - 10 minutes

- *Discussion questions:*
  - What made it easy to pick a corner?
  - What made it difficult to pick a corner?
  - What helped you decide which corner to go to?
  - Did the choice of others influence your decision? Why or why not?
  - What did you learn about yourself?
  - What did you learn about your associate members?
- *Share:*
  - This meeting is focused on integrity and ethical decision-making.
  - These situations described in the four corners activity are decisions you will probably have to make at some point during your Phi Sig experience, and in life.
  - In order to make ethical decisions and have integrity, we must fully understand the problem.
  - Your Phi Sig experience isn't just about being a good member of our chapter and a good brother, it's about being a good human being.
  - Next, we're going to talk about a topic that can seem like a grey line at times, but really is black-and-white.

#### Consent & Title IX: 17 minutes

- *Play "Consent: It's as Simple as Tea" video.*  
<https://www.youtube.com/watch?v=oQbei5JGiT8>
- *Discuss:*
  - What are your initial thoughts/reactions to the video?

- Is there anything that was said/described in the video you still have questions about?
- Why do you think we decided to show it during this meeting today?
- Let's practice with some scenarios.

### Do you Have Consent?: 10 minutes

- *Tell everyone that you will read a short scenario and instruct them to raise a hand if they believe they have consent in that scenario. Be sure and read the answer after you've discussed for a few minutes.*
- *Read aloud:*
  - ***Scenario 1:** Olivia, the girl you are interested in, has been drinking for a couple hours. She is slurring her speech and is having trouble walking without stumbling. Twenty minutes later, Olivia comes to you and tells you, "ugh, I just threw up and I feel much better" and then asks if you want to go have sex.*
    - *Raise your hand if you think you have consent?*
    - *Why or why not?*
    - *Answer: No, you do not have consent. While Olivia may feel better, the alcohol is still in her system and she is still drunk, meaning she cannot legally give consent. Throwing up does not get rid of alcohol in the body, as it has already entered the bloodstream.*
  - ***Scenario 2:** Last night, you had a great date consisting of dinner and a movie with Alex. The date ended with the two of you getting physical, which included sexual intercourse, which you both enjoyed. Tonight, you and Alex are hanging out at a mutual friend's house and decide to head back to Alex's place. You ask Alex if they want to have sex and Alex says, "No, not tonight." You tell Alex, "but, we had sex last night and it was great!" Alex says, "No, I am not in the mood." You tell Alex, "please, last night was so much fun Alex says, "I guess..."*
    - *Raise your hand if you think you have consent?*
    - *Why or why not?*
    - *Answer: No, you do not have consent. Prior consent to have sex does not necessarily mean you have consent going forward. Make sure to gain clear consent each time before initiating a sexual act. Also, repeated attempts to push someone into having sex may be seen as a form of coercion depending on campus Title IX policy.*
  - ***Scenario 3:** You are hanging out with your partner, Sam, of almost three months. The two of you have been intimate and have played around sexually but have never had intercourse. You and Sam are cuddling and begin touching each other and kissing. You tell Sam you think it is "time" and you want to have sex. Sam says, "I am not ready, I just want to keep doing what we're doing now." You say, "can we at least take our clothes off?" Sam agrees and you both undress and continue to touch and kiss. You both are really into the moment and everything feels right. You position yourself to have intercourse and you penetrate*

Sam. Sam goes limp, does nothing and is not seeming to enjoy the moment anymore.

- Raise your hand if you think you have consent?
- Why or why not?
- *Answer: No, you do not have consent. While Sam seemed to be “in the moment” they never verbally gave you consent. On many campuses, consent must be an articulated and clear, ‘Yes’. Make sure your partner is consenting to each sexual act. In this instance, Sam didn’t say “yes” to intercourse, so penetrating them was nonconsensual sex and could be considered rape.*
- **Scenario 4:** You are at a bar with your brothers. You see a girl you have been wanting to date. You approach her and begin talking to her. You are not sure how long she has been there or how much she has had to drink. You can see she is drinking a mixed drink. You get a beer, which will be your third beer. You continue drinking and hanging out for the next two hours. You know you have had three more beers and estimate she has had about the same number of mixed drinks. She leans over to you and whispers in your ear that she wants you to take her home right now and have sex. You do and you both seem to enjoy it.
  - Raise your hand if you think you have consent?
  - Why or why not?
  - *Answer: No, you do not have consent. This is the typical drunk hook-up scenario. It is highly likely you do not have legal consent. It is hard to be absolutely certain of one’s level of intoxication due to a variety of factors including body weight and gender. A few factors in this scenario that can make you unsure:*
    - *A woman’s blood alcohol content or BAC levels are higher than a man’s when consuming the same amount of alcohol. This means that if you drink one-for-one with a woman, she’s going to be at a higher level of intoxication than you, and therefore may not be able to give legal consent.*
    - *Even after consumption stops, blood alcohol content or BAC can continue to be on the rise and the effects of alcohol can appear later.*
    - *Consider that she’s drinking mixed drinks and you’re not sure how much alcohol was in her cup compared to your standard beers. Her drinks could contain multiple shots of alcohol, meaning she’s drinking more standard drinks than you. One cup does not necessarily equal one standard drink.*
    - *Lastly, in the scenario, it was unclear how much she had to drink before you started drinking with her. Her tolerance could be high, and she could have had several more drinks than you estimated before you got there.*
- **Share:**
  - While we may understand the concept of the consent video, sometimes in the situation, consent can be uncertain.

- I'm sure we've all seen in the media people are being accused and found responsible or guilty of sexual misconduct, sexual assault and rape. We owe it to each other and to those we care about to make sure everyone is safe.
- Sexual misconduct, sexual assault and rape happens more on our campus than what we may realize. Therefore, it's important to talk about it because one incident can make it a problem for all of us.
- If you Google "Phi Sigma Kappa sexual assault," articles will come up within our own Fraternity in recent years dealing with these allegations and brothers who have been found responsible or may have even been arrested.
- It's important that this is clear: any sexual activity that is not consensual is against the law. If an individual is intoxicated, they cannot legally give consent.
- Therefore, even if they say "yes," but you know they are resembling behaviors that are consistent with being drunk, that is not legal consent.
- When it comes to sex and anything sexual, including touching or verbal comments, you can never be too careful. It's important that women feel safe at our events and on campus, therefore it's on us to follow policies, be respectful of others, and hold each other accountable when we cross the line.
- The video shows different "filters," of making the decision to give tea or not to give tea. For example, if the person is asleep, you would not force tea down their throat. Incapacitation is never an instance where one would have consent.
- Next, we're going to talk about ethical decision-making and filters you can use to make better decisions about everything, not just sexual activity.

### Integrity & Ethical Decision Making: 10 minutes

- *Share:*
  - This meeting has focused on making good decisions and doing the right thing.
  - This ties back to the Cardinal Principle of Character, as we want to be men of honor and stay true to our values.
- *Ask:* How do you define integrity?
- *Share this definition:*
  - Integrity: Aligning your actions with your values.
- *Share:*
  - As humans, we sometimes make mistakes and make poor decisions that do not align with our actions.
  - When these mistakes happen, it's important that we own up to those mistakes and make better decisions the next time a similar problem presents itself.
  - **Facilitator tip:** *If comfortable, share a story about a time you made a mistake and your brothers or, the Fraternity in general, held you accountable and you overcame that mistake.*

- *Direct associate members to the PLUS model on their worksheets (also shown below). You can have them read it to themselves, popcorn around the room and have each brother read a different step or read it aloud to them.*

### **Ethical Decision-Making: PLUS Model**

- **P: Policies**
  - Is it consistent with Phi Sigma Kappa's policies, procures and guidelines?
- **L: Legal**
  - Is it acceptable under the state and federal laws and regulations?
- **U: Universal**
  - Does it conform to the Cardinal Principles and Creed of Phi Sigma Kappa? Would society would deem it as "right?"
- **S: Self**
  - Does it satisfy my personal definition of what is right, good, and fair?
- *Instruct them to think about a time they made a mistake or they made an unethical decision and complete the activity.*
- *After everyone is done, transition into the Brotherhood Circle.*

### **Brotherhood Circle: 10 - 30 minutes**

- *Discuss:*
  - Earlier we talked about integrity as "aligning your actions with your values." Thinking about your personal values, when is a time you made a decision that aligned with these values? How did that make you feel?
  - When was a time that you went against those values? This can be the situation you wrote on your worksheet, or a different one. How did that make you feel?
  - What opportunities in Phi Sigma Kappa may there be to make a wrong decision? How can you make sure to make an ethical one?
  - How would I want my brothers to confront me if I'm not acting with integrity?
  - How do the topics of today's meeting tie into the Cardinal Principle of Character? What about Brotherhood?

### **Closing: 3 minutes**

- *Ask if anyone has questions regarding today's meeting.*
- *Thank everyone for their attention and participation, especially with the content of today's meeting.*
- *Share:*
  - Today we discussed several issues that can impact the health and safety of yourself and others.
  - We not only encourage you to make ethical decisions but also to hold your brothers accountable and to be an active bystander when someone could get hurt.
  - Part of holding yourself and your brothers accountable, as well as taking care of yourself and your brothers, is knowing your resources. This

sheet has a list of campus resources that are available to students on our campus.

- *Pass out completed “Campus Resources” sheet (unless it was distributed during the **Expectations** of Phi Sigma Kappa meeting) and ask if anyone has any questions.*
- *Share information about the next associate member meeting, when and where it will take place, as well as the focus of the meeting.*
- *Share any additional Phi Sigma Kappa or university announcements.*
- *Ask if anyone has additional questions, thank them for their participation, and dismiss.*