



Gamma Phi Omega International Sorority, Inc.

Anti-Hazing Quick Reference Rubric

“STOP • THINK • DECIDE”

Purpose: This rubric is a quick-reference guide to help Chapter Presidents, Process Teams, Mentors, Regional Directors, and Swan Justices determine whether an activity complies with the National Anti-Hazing Policy. If the answer to **any** question below is “YES,” stop the activity immediately and consult the National Vice President of Standards & Compliance.

STEP 1 – SAFETY CHECK

Question	Yes	No
Could someone be physically injured?	☐	☐
Could someone experience emotional distress or humiliation?	☐	☐
Could this interfere with school, work, family, or health?	☐	☐
Would a reasonable person feel pressured to participate?	☐	☐

If YES to any question → STOP. The activity is prohibited or requires immediate review.

STEP 2 – POLICY COMPLIANCE

Question	Yes	No
Is the activity educational?	☐	☐
Is it listed on the approved intake manual?	☐	☐
Is it supervised by authorized personnel?	☐	☐
Is participation respectful and voluntary?	☐	☐
Does it reflect Gamma Phi Omega's values?	☐	☐

All answers should be YES. If NO to any question → STOP. The activity is prohibited or requires immediate review.

STEP 3 – RED FLAG REVIEW

If the activity includes **any** of the following, it is prohibited.

Prohibited Activity	Yes	No
Sleep deprivation	☐	☐
Forced exercise	☐	☐
Public humiliation	☐	☐
Yelling or intimidation	☐	☐
Forced food or drink consumption	☐	☐
Mandatory purchases or fines	☐	☐
Secret meetings or surprise activities	☐	☐
Excessive meetings	☐	☐
Pranks	☐	☐
Social media harassment	☐	☐
Isolation from friends or family	☐	☐
Physical punishment	☐	☐

Any YES = Policy Violation

STEP 4 – THE “NEWSPAPER TEST”

Ask yourself:

- Would I be comfortable if this activity appeared on the front page of a newspaper?
- Would I be comfortable explaining this activity to a parent or guardian?
- Would I be comfortable if a university administrator observed it?
- Would I proudly explain this activity to the National Board?

If the answer to **any** question is **NO**, do not proceed.

STEP 5 – RISK LEVEL

Risk Level	Description	Action
 Green	Educational, approved, respectful, supervised	Proceed
 Yellow	Unclear, not specifically addressed, or raises concerns	Pause and consult the National VP of Standards & Compliance
 Red	Includes prohibited conduct or creates risk of harm	Stop immediately and report if appropriate

STEP 6 – DECISION

- ☐ APPROVED – Activity complies with policy.
- ☐ HOLD – Additional guidance is required.
- ☐ PROHIBITED – Activity violates the National Anti-Hazing Policy.

Reviewer: _____

Position: _____

Date: _____

Signature: _____

Remember

When in doubt...

STOP. ASK. REPORT.

Every member has the responsibility to prevent hazing, protect prospective members, and uphold the values of Gamma Phi Omega International Sorority, Inc.