



The ALPHA DELTA PHI

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Welcome to Alpha Delta Phi! On behalf of the 30,000 undergraduate and alumni brothers of the fraternity, I would like to express our enthusiasm at your interest in joining our brotherhood. Membership in Alpha Delta Phi is a positive and lifetime experience which will introduce you to men of all ages and backgrounds who will be your best friends and who will provide a network of mentors and contacts to guide you academically, socially and professionally. There are four parties who are participants in the membership process: you, the undergraduate chapter, the local alumni chapter and Alpha Delta Phi International. The undergraduate brothers of your chapter have already expressed their opinion by extending a membership bid to you. You have indicated your willingness by accepting that bid. You will meet alumni from your chapter and others, and will learn about the roles and responsibilities of individual brothers, the alumni and the International. It is important to understand that you as the individual are the only one who can prevent you from becoming a brother in Alpha Delta Phi.

Over the next several weeks you will participate in an educational program that has been designed to communicate the values, history and culture of Alpha Delt. We are an all-male organization that upholds traditional values--integrity, honor, loyalty and excellence. We do not practice or tolerate discrimination on the basis of race, religion, ethnic origin, physical or mental disability or sexual orientation. We do not tolerate sexual discrimination, with the obvious exception of our membership criterion. Our new member education process is designed to be just that--educational. Forget about the stereotypical images of fraternity pledging involving hazing and humiliation circulated by politically correct fraternity-bashers. Joining Alpha Delta Phi requires a significant commitment of time and energy. As much as we want you to participate in the fraternity, academics must come first. If you ever believe that fraternity activities are interfering with your academic success, immediately talk with your new member trainer or one of the other officers of the chapter. It doesn't benefit you or the fraternity if you end up in academic trouble.

As an associate member, you will be expected to read and understand a considerable quantity of material that discusses the fraternity, its history, structure, governance and operations. There will be regular new member education meetings, with written and oral quizzes about the materials that have been assigned. As an associate member, you will be expected to meet the undergraduate members of your chapter, and may have occasion to meet alumni. Associate members are expected to participate in community service programs with the undergraduate brothers, and are expected to work with the undergraduate brothers in maintaining the physical plant and property of the fraternity. Finally (and not of least import), associate members are expected to participate in the social programs of the fraternity.

On the following pages are brief discussions about Alpha Delta Phi's policies on hazing, insurance and risk management; there is a brief discussion of our annual scholarship program and literary competition. Finally, there is a short section discussing your financial responsibilities as a member of the fraternity. It is very important that you read this material carefully as soon as possible. If at any time you have questions or problems, don't hesitate to discuss the matter with you new member trainer or chapter president. If your problem cannot be resolved to your satisfaction, call our International's office in Chicago at 847.965.1832.

Fraternally,



John R. Tuttle, PhD, COR '81
President

**ALPHA DELTA PHI'S POLICY ON ACCEPTABLE ACTIVITIES
DURING ASSOCIATE MEMBERSHIP AND INITIATION**
(As formally adopted by the Convention)

Alpha Delta Phi condones only new member educational and initiation activities that promote the positive personal growth of brothers and new members.

Such activities naturally involve challenge, but this challenge must stimulate an individual to explore and exercise his creativity, maturity and understanding of the fraternal ideal. "Challenge" which demands unquestioning acquiescence to the expectations of others inhibits personal growth, reinforces immaturity and destroys self-esteem.

Alpha Delta Phi rejects activities that involve a reasonable risk of harm to:

- the physical or mental well-being of new members;
- the internal unity of the chapter brotherhood; and
- the reputation of the local chapter, the chapters of Alpha Delta Phi and the fraternity system as a whole.

Activities not contributing to the goal of individual personal growth are held by the membership of the fraternity to be contrary to the ideals and spirit of the Alpha Delta Phi.

If you believe that you are being treated in a manner that is not consistent with the preceding policy statement, or that you are being asked to behave in a dangerous, demeaning or humiliating way, speak immediately with your New Member Trainer. If you are not satisfied with his response, call the office of Alpha Delta Phi International at 847.965.1832 promptly.

ALPHA DELTA PHI INSURANCE AND RISK MANAGEMENT PROGRAMS

Every chapter of Alpha Delta Phi is required to purchase and maintain several types and amounts of insurance, including liability insurance which protects the fraternity, its directors and officers, its undergraduate members (and their parents) and alumni and any volunteers against legal liabilities which might arise related to legitimate fraternity activities. Each year, a chapter has the option of purchasing this insurance from a vendor of its choice, or of purchasing the insurance through the International's program, which is available to all Canadian and U.S. chapters. Most chapters have found it less expensive and very convenient to purchase the insurance via the International.

All insurance providers who participate in the International's program are highly rated by the regulators and rating agencies involved in the insurance industry. In addition to basic liability insurance, the program covers three specific items that have been problematic for many social organizations: host liquor liability, sexual harassment and hazing incidents. Our training and risk management programs are intended to prevent liability problems from arising; our insurance program will protect the fraternity and its members if these situations ever occur. There is a major exclusion from these coverages--if an individual or group of individuals is found guilty of these offenses, they will not be covered by the insurance. In other words, it is not our policy to protect an individual who is guilty of these types of offenses. We do protect the innocent parties who might be named in a complaint against the legal costs of defending against such charges. We provide regular educational programming on risk management for our undergraduate and alumni chapters.

The annual cost (2009-2010) of this insurance program is approximately \$160 US for housed US chapters / \$125 US for US non-housed chapters / \$115 Canadian (for Canadian chapters) per undergraduate brother. Some chapters include this cost in their dues; others expect individual brothers to pay the insurance premiums directly. Be certain to discuss this matter with your new member trainer, so you are fully informed of your responsibilities. It is also advisable to share this information with your parents. This is not an optional program--every brother must participate. Questions about the program can be directed to our agents, Kirklín & Company, in Omaha, Nebraska at 800.736.4327, X1207.

SEWARD SCHOLARSHIP PROGRAM

Our fraternity is serious about academics, and we pride ourselves on the academic accomplishments of our members, both undergraduate and alumni. An example of this academic emphasis is our scholarship awards program. Alpha Delta Phi, acting in conjunction with its independent tax-exempt Foundation, funds a scholarship program from the investment earnings of the Seward Fund, established by a bequest of Brother Clarence Seward, Geneva 1848, the U.S. Secretary of State who purchased Alaska from Russia. Each year, we award scholarships to undergraduate members of the fraternity based on criteria that take into account merit and need. The Samuel Eells Literary and Educational Foundation does not have the resources to interact with individual colleges and universities, so scholarships are paid directly to the individual student recipients. There is a short application form for the scholarships, available from each chapter or through the International's office in Chicago at 847.965.1832

ANNUAL LITERARY COMPETITION

Similar to the Seward Scholarship Program, the Foundation each year funds a Literary Competition, open to all undergraduate members of the fraternity. Entries are accepted in poetry, fiction, non-fiction and photography categories, with numerous prizes of up to \$1,000 US each awarded. As with the Seward Scholarship Program, the awards from the Literary Competition are paid directly to each winning student. Entry rules and applications are distributed to each chapter, and are also available from the International's office.