



# Due Process for Initiates

Due process ensures that every initiate receives fair treatment and support during the Initiation Program. It includes a series of intentional steps to make sure that Initiates are well-informed about expectations, provided clear and timely feedback and allowed the opportunity to make improvements when needed. Due process protects the Initiate, and it also protects the Chapter.

## Communicate Expectations Clearly

In order for Initiates to succeed in the Initiation Program, they need to know what is expected of them, including requirements to be completed, events to attend and how to interact with other Initiates and Members. Communicating expectations should start even before Initiates are pinned, during Recruitment, and should continue throughout the process. Having an Initiate Handbook that outlines expectations in writing is a good way to ensure that every Initiate knows exactly what they need to do to become a Member.

## Evaluate Progress Consistently

The Initiation Program should be a fair process for everyone. It's important to make sure that the process of evaluating Initiates and the criteria on which they are being judged are consistent. Utilizing the Characteristics of an Ideal Brother will ensure a standard for all Initiates and limit the potential for bias to interfere with the evaluation process.

## Provide Timely Feedback

Providing Initiates with timely constructive feedback regarding their progress throughout the Initiation Program is key. All Initiates must receive feedback at least once, which would ideally happen during Midway Review about half way through the Initiation Program. Feedback should be provided anytime an issue arises that may impact an Initiate's success or the final vote.

## Allow Time for Improvement

It's imperative that an Initiate who receives constructive feedback have adequate time to make improvements. The Initiation Program is a time of learning and development for Initiates, and there may be times when an Initiate struggles. Providing an opportunity for an Initiate to improve will allow them to demonstrate their ability to overcome challenges and their commitment to becoming a Member. If an Initiate has not received feedback regarding a particular issue, that issue should not be raised during debate or considered in the final vote.

## Benefits of Due Process for the Chapter

- Preserves the Chapter's reputation
- Safeguards the integrity of the Chapter
- Protects the Chapter from legal action
- Promotes Initiate retention