

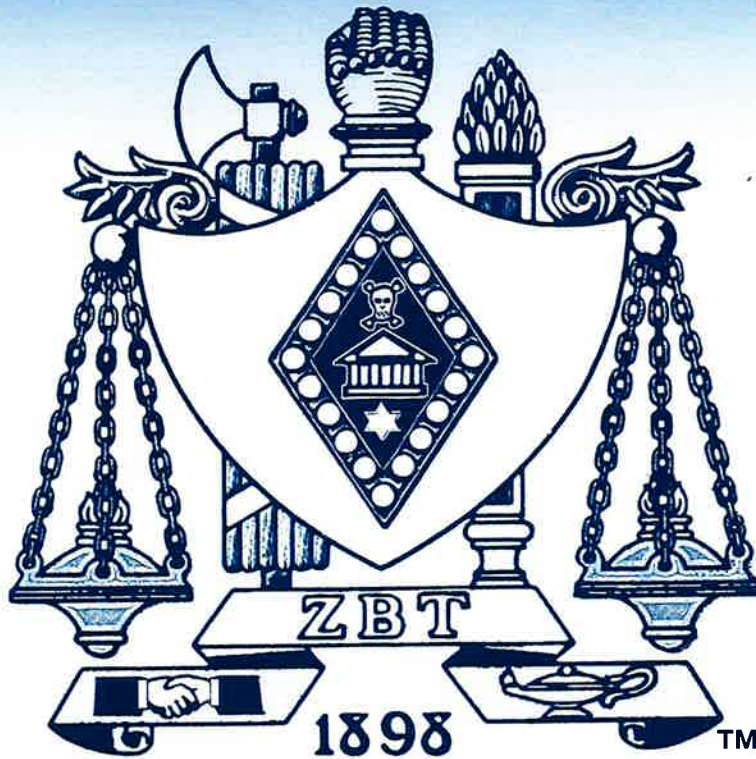


INTRODUCTION TO OUR BROTHERHOOD

ZBT

Zeta Beta Tau Fraternity

A Brotherhood of Kappa Nu, Phi Alpha, Phi Epsilon Pi, Phi Sigma Delta, Zeta Beta Tau
Founded 1898



Zeta Beta Tau Fraternity
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Indianapolis, IN 46268

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Email: zbt@zbtnational.org
Website: www.zbt.org

WELCOME TO ZBT!

ABOUT ZBT

Founded: December 29, 1898, at City College of New York

Locations: ZBT has chapters in 30 states and Canada

Colors: Medium blue and white with gold as a trim

Symbols: The Crest, the Pin

History: Founded as the world's first Jewish Fraternity.

Initiated brothers: More than 140,000.

Official Partners: Zeta Beta Tau Foundation, Children's Miracle Network Hospitals, Jewish Women International, Gift of Life

ZBT FIRSTS

- We are the world's first Jewish Fraternity founded in 1898.
- We are the first fraternity to abolish pledging, which we did in 1989.
- We were the first men's Greek fraternity to offer an e-learning gateway for all brothers.
- We are the first fraternity to partner with other international Jewish organizations to offer dating abuse and sexual assault prevention programming.

ANTECEDENT HISTORY

• Phi Epsilon Pi Fraternity, founded 1904 at City College of New York (merged with Zeta Beta Tau in 1970)

• Phi Sigma Delta Fraternity, founded 1909 at Columbia University (merged with Zeta Beta Tau in 1969)

• Kappa Nu Fraternity, founded 1911 at University of Rochester (merged with Phi Epsilon Pi in 1961)

• Phi Alpha Fraternity, founded 1914 at The George Washington University (merged with Phi Sigma Delta in 1959)

Congratulations on your decision to join the lifelong journey of brotherhood, personal achievement and mutual pride that is Zeta Beta Tau Fraternity. Unlike the issue-oriented civic, professional, charitable, political and religious groups that you will join in your life, ZBT is people-oriented, based upon a legacy that extends back more than 117 years. Founded because Jewish men were discriminated against from joining the existing fraternities on campus, ZBT was formed as the world's first Jewish fraternity.

Today, ZBT remains proud of its founding purpose and values while being an inclusive organization welcoming of any man who appreciates and cultivates our Credo and Mission.

The tenets of our Credo express who we are and pinpoint who we want to join our Brotherhood. For more than a century, ZBT has grown as a Brotherhood and as a family. In those 100-plus years, ZBT has built foundations and reached milestones that no other Greek fraternal organization has — we opened our arms to all men of good character while continuing to embrace our Jewish heritage, we rescinded all second-class status in our Brotherhood when we prohibited pledging, and now we are using technology that few other groups have been able to adopt to reach and teach our brothers.

Through good times and bad, ZBT has been in the forefront of pioneering new concepts — as evidenced by our very founding as the world's first Jewish Fraternity, our subsequent elimination of sectarian membership practices in 1954, our acceptance of mergers from other fraternal groups in the late 1960s and early 1970s and our elimination of pledging and our ability to solve enormous problems when others abandoned the effort.

Since the practice of pledging and all second-class status practices were abolished in ZBT more than 25 years ago, all men are initiated as full equals with full rights and respect within 72 hours of being invited to join the Fraternity. Our leadership believes pledging is indicative of a culture of hazing that we do not support.

All brothers take part in a brotherhood enrichment program that includes education and relationship building.

Zeta Beta Tau Fraternity is forward-thinking, yet mindful of our traditions. We are focused on individual brothers, yet encompassing of the culture of our Brotherhood. Above all, we value integrity and equality, yet we remember that those qualities are a choice made by each man for himself, so we challenge our brothers to nurture, encourage and support each other and themselves.

ZBT's beliefs are simple: all men are brothers. In ZBT, we believe that our brothers earn their membership each and every day. We have a duty to take care of each other. When we execute Brotherhood, we effectively live our Ritual.

You have joined an old and honorable Fraternity and now it's your turn to strengthen it. Take good care of it now and always. The torch has been passed to you, so share the light with others and ensure that Zeta Beta Tau remains for future generations.

THE MISSION AND CREDO OF ZETA BETA TAU

Our Mission

The Mission of Zeta Beta Tau Fraternity (ZBT) is to foster and develop in its brotherhood the tenets of its Credo: Intellectual Awareness, Social Responsibility, Integrity and Brotherly Love, in order to prepare its brothers for positions of leadership and service within their communities.

Mindful of its founding in 1898 as the world's first Jewish Fraternity, ZBT will preserve and cultivate its relationships within the Jewish community. Since 1954, ZBT has been committed to its policy of non-sectarian Brotherhood, and values the diversity of its brothers. ZBT will recruit and initiate men of good character, regardless of religion, race or creed who are accepting of these principles.

Our Credo

At the 1963 Convention in San Francisco, a dozen or so chapter presidents were concerned about the wave of anti-establishment feeling which was emerging throughout the country, particularly as this manifested itself on college campuses in growing anti-fraternity sentiment. They determined to draw up a resolution that would serve as an effective response-at least so far as ZBT was concerned-to those who claimed fraternities were irrelevant and had outgrown their usefulness.

The resolution, which the Convention adopted overwhelmingly, became so widely quoted during the turbulent years of the 1960s that it became known as the "Credo" of Zeta Beta Tau. The Credo states:

We, the brothers of Zeta Beta Tau Fraternity, believe that the development of the individual as a responsible, mature member of society is the primary goal of the university today.

We believe that fraternity offers to the university community a unique, desirable and successful means of achieving this goal.

In fulfilling the purposes of fraternity, we dedicate ourselves to the principles of:

INTELLECTUAL AWARENESS. Fraternity creates an atmosphere conducive to the expansion of the individual's intellectual horizons, the interchange of ideas within the academic community and the pursuit of scholastic excellence.

SOCIAL RESPONSIBILITY. Fraternity requires the individual to commit himself and accept his responsibility to participate.

INTEGRITY. Fraternity generates a standard of personal integrity – a framework for the individual to maintain honesty, exhibit loyalty and retain a sense of self-discipline.

BROTHERLY LOVE. Fraternity inspires and expresses the interrelation of the individual with his fellows, his pride in the institution and respect for the wisdom of its tradition

BROTHERHOOD EXPECTATIONS

ACADEMICS

It is our belief that in order to be a part of the fraternity community as an undergraduate, our men need to excel in and out of the classroom. Your chapter/colony's Academic Chairman supervises this arm with assistance from the Faculty Advisor.

- ZBT requires a minimum grade-point average of 2.7 on a 4.0 scale for each individual brother and chapter, or we follow campus or Interfraternity Council requirements, whichever is higher.

- Chapters/colonies select an Academic Chairman who is required to write an academic plan that is submitted to ZBT International Headquarters. The chairman also supervises study hours, assists brothers in finding tutors when needed, rewards brothers for improving in academics and monitors GPAs.

FINANCIALS

Once initiated into the Fraternity, every brother is responsible for a one-time new initiate fee and then returning brother dues each year he is an undergraduate brother. The portion of the fees required by the International Fraternity are outlined below. Individual groups may require other financial commitments, especially in regards to housing. Contact your Chapter/Colony Finance Director for information.

New initiate fees

Chapter	\$464
Colony	\$310

Includes one-time initiation fee and new brother fee

Returning Chapter brother fees

International dues	\$84
Risk management dues	\$50
Bonding fees	\$5
Liability insurance	\$198
Housing fund	\$10
One-year total	\$347

Does not include any housing-associated costs. For information on colony fees, contact ZBT International Headquarters.



Zeta Beta Tau has an agreement with OmegaFi (www.omegafi.com) to provide financial support to chapters/colonies. Contact your Finance Director for more information.

BROTHERHOOD DEVELOPMENT

Brotherhood development is the heart of a ZBT chapter. Chapter/colony officers, advisors and ZBT International Headquarters staff work together to help teach new brothers the essentials of being a ZBT. As part of their initial education, new brothers should learn about:

- ZBT founding and history
- Our Ritual
- Our values, Mission and Credo
- Current affairs in the local and International Fraternity
- Risk management
- *THE JOURNEY*
- Recruitment and who we recruit
- Programs and events
- Advisor and alumni engagement
- myZBT, Omega Fi and tools for success
- Other relevant information

After the undergraduate experience ends with graduation, brothers take alumni status and continue their journey in the Fraternity. Zeta Beta Tau is Brotherhood for a Lifetime.



ZBT HISTORY & ORGANIZATION

How ZBT Began

Zeta Beta Tau is an amalgamation of what were once five separate fraternities: Kappa Nu, Phi Alpha, Phi Epsilon Pi, Phi Sigma Delta and Zeta Beta Tau. While each of these antecedent fraternities enjoys a unique history rich in specific traditions, they all grew out of similar circumstances immediately before and just after the turn of the 20th century.

Zeta Beta Tau was the first of the five. It was inspired by Richard J. H. Gottheil, a professor of Semitic languages at Columbia University and an early American Zionist. On December 29, 1898, Professor Gottheil gathered together a group of Jewish students from several New York City universities to form a Zionist youth society patterned after a similar group in Vienna. The society was named Z.B.T., which in English represented the first letters of the prophecy on which the organization was founded. It prospered for a few years, but with the establishment of the Zionist Organization of America and other Zionist bodies throughout the United States, its original Zionist objective was largely eliminated.

During this brief period, the society came to serve as a kind of fraternal body for college students who, as Jews, were largely prevented from joining existing fraternities because of the then-prevalent sectarian practices of college fraternal life. The continuing need for a Greek letter fraternity open to Jewish students prompted Z.B.T. to change its *raison d'être*, structure and emphasis and to become Zeta Beta Tau. By 1903, Zeta Beta Tau had adopted its first constitution and established chapters at a number of New York-area universities, thereby beginning to

gain recognition among the existing Greek-letter fraternities.

In time, a number of other new national fraternities were established to accommodate this rising influx of Jewish students: Phi Epsilon Pi was founded on November 23, 1904, at City College of New York; Phi Sigma Delta was founded on November 10, 1909, at Columbia University; Kappa Nu was founded on November 12, 1911, at the University of Rochester; and Phi Alpha was founded on October 14, 1914, at The George Washington University.



As was the case with each of these fraternities, Zeta Beta Tau expanded rapidly. By 1909, it had established 13 chapters throughout the Northeast and a 14th at Tulane University in New Orleans, thereby taking on a truly national dimension. In 1913, it established its first Canadian chapter at McGill University in Montreal. Five years later, it founded its first west coast chapter at the University of Southern California in Los Angeles. More recently, in 2011,

Zeta Beta Tau opened a chapter in the United Kingdom at the University of Nottingham.

The Turn Toward a Nonsectarian Brotherhood

There was little change in the style and emphasis of fraternities during the first half of the 20th century. However, at the end of World War II, a mighty and dramatic force soon became visible: the influx of enormous numbers of armed service veterans, a great many of whom might not have attended college without financial assistance offered through the G.I. Bill and other government programs. As this new and largely nontraditional population came onto the college scene, the American fraternity system — including Zeta Beta Tau — began to feel the impact of its background and experience.

In the period shortly after the war, but before it was commonly popular, there began to emerge a body of opinion that felt there was no longer a place for sectarianism in the Zeta Beta Tau Brotherhood. This attitude was fueled, to a great degree, by brothers who had struggled through the Depression and survived the war; they believed that while proper respect, even honor, should be accorded for past accomplishments, the sectarian social traditions of an earlier time did not serve to meet the many new challenges with which ZBT was then confronted and would continue to have to face in the future.

Following several years of strenuous debate, the matter was brought to the 1954 International Convention floor. There, the delegates amended the Constitution, Ritual and internal procedures of Zeta Beta Tau both in theory and in practice to eliminate sectarianism as a qualification for brotherhood.

OUR FOUNDERS

KAPPA NU

Dr. Joseph Bernhardt
Dr. Louis Gottlieb
Dr. Joseph Lazarus
Dr. Morris Lazersohn
Dr. Harold Leve
Rabbi Abraham Levy



PHI ALPHA

Dr. David Davis
Maurice H. Herzmark
Edward Lewis
Reuben Schmidt
Dr. Hyman Shapiro



PHI EPSILON PI

Dr. Alvin P. Block
Arthur Hamburger
William A. Hannig
Siegfried F. Hartman
Arthur Hirschberg
Abraham E. Horn
Max Shlivek



PHI SIGMA DELTA

William L. Berk
Herbert L. Eisenberg
Maxwell Hyman
Alfred H. Iason
Joseph Levy
Herbert K. Minsky
Joseph Shalleck
Robert Shapiro



ZETA BETA TAU

Rabbi Herman Abramowitz
Bernhard Bloch
Isidore Delson
Aaron P. Drucker
Rabbi Bernard C. Ehrenreich
Rabbi Menachim M. Eichler
Rabbi Aaron Eiseman
Rabbi David Levine
Aaron W. Levy
David Liknaitz
Louis S. Posner
Bernhard D. Saxe
Dr. Herman B. Sheffield
Dr. David Swick
Maurice L. Zellermyer



The '60s, the '70s and the Mergers

As more and more people began attending college, more and more colleges were established to accommodate them. Spearheaded by the growth of state and municipal university systems, hundreds of new institutions were opened in the quarter-century following World War II. By the 1960s virtually every American had an opportunity to attend college at a cost he could afford.

As millions took advantage of this opportunity, college enrollment grew rapidly and membership in fraternities grew along with it. Zeta Beta Tau was no exception. From 1945 to 1969, the number of ZBT chapters increased from 30 to 80 chapters.

In order to prosper and keep pace with such expansion, fraternities were called upon to provide more and more tangible benefits. In time, it became increasingly apparent to many fraternities that they could not remain competitive. Rather than fade out of existence or otherwise deny their members the chance for a fraternity experience, a number of fraternities consummated mergers. Such unions benefited the fraternities that were "merged into" as well, because they gave them added strength and prestige while enriching their history and traditions.

Indeed, the history of mergers in the Zeta Beta Tau Brotherhood followed a pattern of linking common traditions. In 1959, Phi Alpha merged into Phi Sigma Delta. In 1961, Kappa Nu merged into Phi Epsilon Pi. In 1969, Phi Sigma Delta merged into Zeta Beta Tau with Phi Epsilon Pi merging in 1970.

Even as these last mergers were taking place, the American public was in the throes of the traumatic experience generated by the polarization over the Vietnam conflict. The priorities and lifestyles of millions of young men were truly challenged throughout the process. The American fraternity system, including Zeta Beta Tau, was subsequently affected by the great wave of anti-establishment feeling that pervaded the country.

From a high of 145 chapters immediately following the 1969-70 mergers, the Zeta Beta Tau roster dipped to a low of 56 chapters in 1973. Many of the chapters which passed through this period of turmoil did so in a weakened condition. The impact of these times was so great that there was real concern for the survival of the Zeta Beta Tau Fraternity.

The '80s and Beyond

During the late 1970s and early 1980s, there was a renewed interest in fraternity life, which resulted in increased initiation statistics, revival of many dormant chapters and tremendous expansion to new campuses, for ZBT and other fraternities.

With the increase in the legal drinking age from 18 to 21 in the early 1980s, some brothers used chapters as places for underage drinking and abuse of people and property. Chapter leaders

CONTINUED

were either unwilling or unable to confront and remove these men. Throughout the Greek system, behavioral problems were the rule rather than the exception.

For a period of time in the mid-1980s, several national fraternities had their insurance policies cancelled by insurance companies because of this negative publicity and a subsequent increase in lawsuits. In response, several fraternities formed a cooperative insurance buying group, the Fraternity Insurance Purchasing Group, now re-named the Fraternity Information and Programming Group. Joining FIPG helped national fraternities buy lower cost liability insurance for chapters. In exchange, member fraternities agreed to abide by the group's Risk Management Policy, the goal of which was to reduce risk and potential liability.

Zeta Beta Tau was fortunate to avoid such liability problems in large part, but insurance was both hard to find and very expensive. In 1989, in response to a growing trend of behavioral problems among ZBT chapters and the potential liability exposure to brothers, chapters and the International Fraternity, ZBT joined FIPG and once again stepped to the forefront among fraternities.

During the 1980s, every Greek-letter group continued their efforts to stop hazing. Despite ZBT's best efforts, hazing continued and increased in both frequency and severity.

ZBT concluded that all efforts to reform the institution of pledging had failed; pledging was the problem. This was because pledges were considered second-class citizens, with no rights and no chance to refuse even the most outrageous demands of a brother, unless the pledge quit the Fraternity.

In 1989, in a last-ditch effort to



eliminate hazing, ZBT eliminated pledging and all second-class status from the Fraternity. In their place, ZBT established a Brotherhood Program, with minimum standards (Brotherhood Quality Standards), as well as educational and bonding programs focused on ensuring equal status for all brothers of ZBT.

The 1990s brought a "recruitment recession" to the fraternity movement. In response to economic hardships and the concern about the negative image of fraternity, students did not join fraternities as aggressively as in the 1980s. Early on, ZBT identified this trend in its chapters and made recruitment assistance available at all levels of the Fraternity.

Chapters that recruited in the 1990s using the "passive" method of the

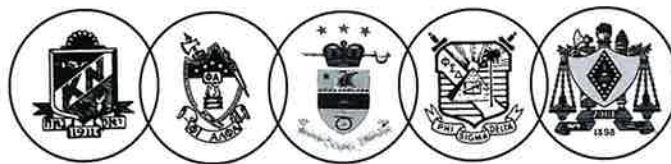
1980s declined in size. Such losses of membership caused financial hardships. These chapters have already failed; others, who continue to recruit passively and spend freely, will fail in years to come.

Fraternity chapters that have become aggressive in recruitment efforts by actively recruiting the best and brightest men available have weathered the storm; some have experienced tremendous growth.

Today, the Zeta Beta Tau Brotherhood is 140,000 brothers strong. Zeta Beta Tau chapters and colonies are established at campuses across North America.

Through good times and bad, ZBT has been in the forefront in pioneering new concepts, as evidenced by its very founding, its elimination of pledging and its ability to solve enormous problems when others had abandoned the effort. In ZBT, our brothers earn their membership each and every day. *THE JOURNEY* provides our brothers with a map to live their lives in accordance with our Mission, Credo and Ritual.

IMPORTANT DATES IN OUR HISTORY



1898. Zeta Beta Tau was founded in New York City as a Zionist youth society called Z.B.T.

1903. Zeta Beta Tau, still called Z.B.T., adopted its first Constitution and established a system of chapters at several universities in the New York City area. Its Alpha Chapter was established at the City College of New York.

1904. Phi Epsilon Pi, founded first among Zeta Beta Tau's antecedent fraternities, was established at the City College of New York.

1906. Z.B.T. formally changed its name to Zeta Beta Tau Fraternity. At the same time, it changed its focus to that of a college-based social fraternity instead of a Zionist society.

1907. Zeta Beta Tau was incorporated by the State of New York. The Fraternity assembled members in New York City for its first Convention.

1909. Phi Sigma Delta, the second of Zeta Beta Tau's antecedent fraternities to be founded, was established at Columbia University. ZBT took on a national dimension in founding Sigma Chapter at Tulane University as the Fraternity's first chapter outside of the Northeast.

1910. Zeta Beta Tau published its first formal membership directory. ZBT also adopted its Crest for use on all items that identify the Fraternity.

1911. Kappa Nu, the third antecedent fraternity of Zeta Beta Tau, was founded at the University of Rochester.

1912. Zeta Beta Tau helped found the National Interfraternity Conference, the first national interfraternity organization.

1913. Zeta Beta Tau established Upsilon Chapter at McGill University as its first chapter in Canada. It also issued the Zeta Beta Tau Quarterly as its first Fraternity-wide publication.

1914. Phi Alpha, the fourth of Zeta Beta Tau's antecedent fraternities, was founded at The George Washington University.

1915. Phi Epsilon Pi established Mu Chapter at the University of Georgia from a group known as the E.D.S. Society that was originally founded in 1895. It was the oldest local Jewish fraternity in continuous existence.

1918. Zeta Beta Tau founded Alpha Delta Chapter at the University of Southern California as its first chapter on the West Coast.

1924. Zeta Beta Tau engaged George Macy as its first full-time paid director. He held the title of General Secretary.

1925. Phi Epsilon Pi became the first Greek-letter fraternity to appropriate funds for activities outside its own organization when it endowed a \$10,000 scholarship at the National Agricultural College in Doylestown, Pennsylvania.

1929. Zeta Beta Tau established the National Permanent Endowment Fund (N.P.E.F.) to assist the Fraternity in its financial and operational needs and to help acquire chapter house property.

1930. Zeta Beta Tau presented its first Man of the Year Award to Charles L. Kaufman, Phi (Michigan) 1917. The award is granted to an alumnus "who, as a result of his personal accomplishments in life's endeavors, has stood forth beyond all of his brothers."

1941. Zeta Beta Tau established Service Men's Service, a program that continued through World War II which provided newspapers, books, food, etc., to Fraternity brothers in the Armed Forces.

1950. Zeta Beta Tau established the Zeta Beta Tau Foundation, Inc. to provide scholarship and loan assistance to deserving ZBT undergraduates.

1954. Delegates at Zeta Beta Tau's International Convention amended the Fraternity's Constitution to eliminate sectarianism as a qualification for membership, thereby making membership available to all male college students regardless of race, creed, faith or color.

1959. Phi Alpha merged into Phi Sigma Delta.

1961. Kappa Nu merged into Phi Epsilon Pi.

1963. Delegates at Zeta Beta Tau's International Convention adopted a resolution comprising a statement of principles and beliefs known as the Fraternity's Credo.

1969. Phi Sigma Delta merged into Zeta Beta Tau. Also, Zeta Beta Tau established and incorporated Z.B.T. Enterprises, Inc. to provide quality merchandise (plaques, jewelry, sportswear, etc.) for chapters and alumni associations, as well as membership credentials and awards for the Fraternity.

1970. Phi Epsilon Pi merged into Zeta Beta Tau.

1989. Zeta Beta Tau eliminated the institution of pledging from the Fraternity in an effort to combat hazing, replacing it with the Brotherhood Program, a program with stringent quality requirements, education and bonding programs for all brothers. ZBT also joined the Fraternity Information and Programming Group (FIPG), an interfraternity group created to assist member fraternities in reducing potential liability through a comprehensive risk management policy.

1995. Zeta Beta Tau International Headquarters moved to Indianapolis, Indiana.

1998. Zeta Beta Tau celebrated its centennial.

2002. ZBT adopts Children's Miracle Network Hospitals as a national philanthropic partner.

2010. ZBT's Brotherhood Program is replaced by *THE JOURNEY*, a program intended to meet the organizational and educational needs of 21st century students. The purpose of *THE JOURNEY* is to instill the lifelong brotherhood experience in all brothers, both undergraduate and alumni. ZBT adopts Maccabi World Union as second philanthropy partner.

2012. Zeta Beta Tau Foundation is adopted as Zeta Beta Tau Fraternity's third official philanthropy.

2013. Zeta Beta Tau established a partnership with the Foundation for International Education to offer study abroad opportunities to ZBT brothers.

2015. ZBT adopted Jewish Women International as an official philanthropic and educational partner. Our joint Fund for Safe and Healthy Campuses provides for programming in the areas of dating abuse prevention on campuses across North America.

2017. ZBT adopted Gift of Life Marrow Registry as an official partner.

FRATERNITY WITHOUT PLEDGING

Through good times and bad, ZBT has been in the forefront of pioneering new concepts — as evidenced by its very founding as the world's first Jewish fraternity, its subsequent elimination of sectarian membership practices in 1954, its acceptance of mergers from other fraternal groups in the late 1960s and early 1970s and its elimination of pledging, and its ability to solve enormous problems when others abandoned the effort.

Since the practice of pledging and all second-class status practices were abolished in ZBT in 1989, all men are initiated as full equals with full rights and respect within 72 hours of being invited to join the fraternity. Our leadership believes pledging is indicative of a culture of hazing that we do not support.

All brothers take part in a brotherhood enrichment program that includes education and relationship building called *THE JOURNEY*.

Why Does ZBT Prohibit Pledging?

1. Pledging creates a two-tier brotherhood that often times results in hazing.

Hazing inevitably results from the dominant-subservient structure of pledging and the absolute power that brothers have over pledges. In addition, the last group of pledges always wants to “do it” (hazing) to the next group. The chapter's pattern of hazing often starts with small things. Those small things are expanded upon with each new class, until someone gets hurt, or the chapter gets caught.

2. What is hazing?

“Hazing” refers to any activity expected of someone joining a group that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing is abusive, derogatory and intimidating.

3. Pledging is destructive to True Brotherhood.

Under pledging systems, the chapter is run by the chapter officers who do the planning and decision making, and the pledges who do the dirty work. They know that the chapter won't take action because of the “once you're in, you're in” attitude created by pledging. “I've done my time” gives someone license to pick and choose their participation, regardless of the chapter's needs. Apathy is permitted and encouraged in fraternity chapters that pledge.

4. Pledging doesn't do what it is intended to do.

Pledging doesn't:

- Make someone “earn” his membership. Their mistake is in assuming that “earning one's membership” ends on the day of initiation. All successful organizations believe that “earning” one's right to membership is a day-in, day-out obligation; in ZBT, “earning one's membership” starts on the day of initiation and continues for life.
- Bond people together. Bonding by forced (required) ordeal bonds only in terms of that experience. Hazed pledges may bond as a result of being hazed, but only as a group, not with the rest of the Brothers. Bonding that comes from freely chosen experiences is a highly personal phenomena. People bond because they have something in common.

What, then, does pledging do that can't be done without pledging? Pledging gives people the opportunity to haze other people by blackmail “if you don't do what I want you to do, I'll get you thrown out ...” Pledging and hazing is fun only for bullies.

5. Hazing is illegal in most states and provinces, and violates the rules and policies of all North American colleges and universities and all fraternities.

6. A true brotherhood is based on equality.

Pledging is an inequitable system, based upon organized mistreatment of people by treating them as subhuman. Pledging gives brothers absolute power over pledges; that power is frequently abused by one or more sadists in a chapter.

Basic Brotherhood Rights and Privileges

These basic rights and privileges for all initiated brothers are unalterable by any chapter or colony.

Basic rights are granted upon acceptance of a bid. These rights are conditional upon attending the pre-initiation meeting, completing the proper forms, payment of the initiation fee and any local dues and abiding by ZBT's Brotherhood Quality Standards. Privileges are granted upon initiation.

Rights:

1. To be treated equally with all other brothers, and with dignity; to be called brother
2. To wear ZBT insignia (Pin, letters)
3. To be given due process for alleged infractions

Privileges:

1. Attendance at chapter/colony meetings
2. Participation at chapter/colony meetings, subject to the traditional rules of meeting procedures
3. Voting on all issues at chapter/colony meetings
4. Participating on chapter/colony committees
5. Participating in all chapter/colony activities (social, sports, community service, etc.)

BROTHERHOOD DEVELOPMENT

THE JOURNEY is the brotherhood development program for all ZBT brothers, undergraduate and alumni. It is an evolving program and includes education for newly initiated brothers, brothers by class, all chapter/colony brothers, chapter/colony leaders, advisors and alumni. Related online resources are available to enhance the personal development and journey of all chapter/colony brothers.

THE JOURNEY program eliminates absolute power by eliminating the “second-class citizen” status created by pledging, and replacing it with quality standards, memorable events, education and a good time for all brothers.

***THE JOURNEY* Concepts**

ALL ZBTs ARE EQUAL. Pledging is prohibited. Separate membership statuses and terminologies (“associates,” “nibs,” etc.) are prohibited. No second class status is permitted.

The rights and privileges of a ZBT are granted immediately upon his acceptance of a bid. The maximum period permitted between bid acceptance and the initiation ritual is 72 hours. There is no minimum period required between bidding and initiation. Initiation forms and fees must be collected prior to initiation, and remitted to ZBT within 72 hours of initiation.

Standards, practices, and activities that apply to one brother, apply to all brothers, regardless of class year.

All chapters and colonies must use *THE JOURNEY* program.

***THE JOURNEY* Program Requirements**

Every ZBT chapter and colony must observe ZBT procedures by conducting a variety of programs, including initiation, meetings, education for all class years, a semiannual Brotherhood Review Vote (SBRV), and enforcing Brotherhood Quality Standards. The programs are listed and described in *THE JOURNEY* manual.

Brotherhood Quality Standards

Having reasonable standards for each brother is critical for the survival and success of any fraternity.

Brotherhood Quality Standards ensure that brothers earn the privilege to be ZBTs every day. Also, brothers know what they can expect of one another, thus promoting chapter unity. During your initiation process, you signed an agreement to maintain these standards.

Chapters/colonies should review and discuss these standards each semester.

I. A. Quality Brothers abide by the tenets of ZBT, including the

ZBT Ritual and the ZBT Credo.

B. Every Brother will attend each Ritual performed by the chapter (Initiation, College of Honors, Graduation), unless excused at least 48 hours in advance by established chapter procedure (usually the President or Secretary).

II. A. Quality Brothers practice academic integrity.

B. Quality Brothers must be in good standing with their college or university.

III. Quality Brothers do not physically, mentally, psychologically, verbally or sexually abuse or haze any human being.

IV. Quality Brothers do not put other brothers or other people in harms way. Quality Brothers of housed chapters provide at least two hours per month of work to maintain, clean and repair the chapter house. Quality Brothers attend an annual risk management seminar to learn how to keep ZBT a safe place. Every brother is responsible for ensuring safe conditions at all ZBT related events and functions.

V. Quality Brothers do not tolerate the abuse of property.

VI. Quality Brothers pay their semester or quarterly dues prior to the start of the academic period, or according to a payment plan agreed to (in advance, and in writing) by the chapter/colony treasurer.

VII. Quality Brothers neither use nor support the use of illegal drugs. Quality Brothers neither misuse nor support the misuse of alcohol.

VIII. Quality Brothers contribute a minimum of one hour each week for general chapter work, as assigned and announced by chapter officers, unless temporarily excused by a chapter officer. Missed hours must be made up within the same semester.

IX. Quality Brothers must attend or participate in:

- All regular chapter meetings
- All events deemed as “mandatory” or “emergency” by the chapter president or executive committee
- At least one chapter committee

NON-PLEDGING FAQs

Zeta Beta Tau is proud to be the first fraternity that abolished pledging.

Zeta Beta Tau's brotherhood program is known as *THE JOURNEY*. *THE JOURNEY* focuses on the lifelong commitment that brothers make to ZBT. We believe brothers need to earn their membership every day.

What is pledging?

Pledging a fraternity is often referred to as the time between when a bid is offered to a new recruit and he is formally initiated into the fraternity. For many fraternities, this period occurs over several weeks. Pledges have limited rights and extended responsibilities and have no guarantee that they will become brothers.

Pledging was not part of the founding of fraternities; rather it emerged as a practice after World War II. The unnatural dominant/subservient relationship between the brother and the pledge leads to an imbalanced fraternity. This imbalance may lead down a path that can spiral out of control, potentially leading to hazing.

How are pledging and hazing related?

Leading up to the decision to abolish pledging 1989, the ZBT Supreme Council saw a continuous series of disciplinary problems and lawsuits that mostly resulted from hazing incidents. The Supreme Council determined that pledging did not promote the values of ZBT because pledging creates a two-tier class system that always leads to hazing. Pledging does not create good brothers — it teaches that once the pledge period is over, there is no further obligation to the Fraternity. Pledging makes good pledges, not great brothers.

What does it mean to be a fraternity without pledging?

Zeta Beta Tau prides itself that our brotherhood is built upon equality and that all brothers share equal rights and responsibilities from the beginning. This also places emphasis on the fact that ZBT is a lifelong brotherhood.

How does ZBT build brotherhood without a pledge period?

Pledging does not build a strong brotherhood in a chapter/colony. Pledging promotes animosity within the chapters/colonies by focusing on a pledge class. Brotherhood is built over a lifetime in ZBT through the shared experiences of our brothers. Through *THE JOURNEY*, brothers are offered ongoing opportunities to strengthen their relationships with other brothers, develop leadership skills and become involved on campus and in their communities.

Frequently Asked Questions

How does *THE JOURNEY* work?

THE JOURNEY should be utilized by all brothers in ZBT. *THE JOURNEY* contains multiple components, including:

- Initial Brother Education where recently initiated brothers learn about the values, history and heritage of the Fraternity, as well as how to get involved in their chapter/colony and on campus.
- All Chapter/Colony Education where we promote a balance of fraternity activities in the areas of social, bonding, athletics, alumni, service and education.
- All Brother Education where chapters/colonies conduct yearly programs on topics including but not limited to: alcohol use, risk management, date rape awareness, suicide prevention, health and wellness issues and more. The use of guest speakers and campus resources are encouraged.
- Education by Class where specific educational programs are held for freshman, sophomores, juniors and seniors based on their interests, such as selecting a major, dressing for interviews and networking successfully. The use of guest speakers and campus resources are encouraged.
- Leadership Education where brothers will develop skills in conflict management, goal setting and more to become effective leaders. The use of guest speakers and campus resources are encouraged.
- The Big Brother program where older brothers serve as mentors to newly initiated brothers.

ZETA BETA TAU FOUNDATION, INC.

BROTHERHOOD FOR A LIFETIME

Vision

The Zeta Beta Tau Foundation will be the preferred higher education philanthropy of the Brothers of Zeta Beta Tau Fraternity by creating and sustaining a culture of philanthropy and exemplary stewardship of its resources.

By providing connections between and building pride and loyalty among the brothers of Zeta Beta Tau Fraternity, the Foundation will also strengthen their commitment to supporting and participating in the programs and initiatives funded by the Foundation.

Mission

The Zeta Beta Tau Foundation is a nonprofit corporation exclusively committed to educational and charitable purposes that assist the brothers of Zeta Beta Tau Fraternity.

The Foundation assists the brothers of Zeta Beta Tau Fraternity by funding scholarships and academic and leadership programs to maximize their personal development and prepare them to be leaders of society.

The scholarships and academic and leadership programs funded by the Foundation enhance the overall value of membership in Zeta Beta Tau Fraternity by complementing the collegiate educational experience.

Implementing the collegiate educational experience.

Gift Clubs

The 1898 Society is the exclusive annual gift club of the Zeta Beta Tau Foundation. It recognizes all donors who support the Foundation with \$250 or more in unrestricted gifts.

The Founders Society recognizes all donors who support the Zeta Beta Tau Foundation with \$1 in unrestricted gifts for each year since the Fraternity's founding.

The Ever Loyal Society recognizes all donors who have consistently given to the Zeta Beta Tau Foundation with gifts in consecutive fiscal years.

The Gottheil Society is specifically designed for undergraduate brothers who make a gift of \$18.98 or more to the Zeta Beta Tau Foundation's Fund for ZBT.

Programs

Scholarship Programs

The Zeta Beta Tau Foundation has a goal that no Zeta Beta Tau undergraduate brother shall have to discontinue his college education as a result of financial hardship. Since its founding in 1952, the Foundation's scholarship program has grown from a single \$250 scholarship to awards amounting to more than \$1,700,000. Scholarships



currently awarded range from \$1,000 to \$10,000 and are based on both need and merit. In some cases, scholarships are restricted to a specific chapter, major, state or region of the country.

The Zeta Beta Tau Foundation offers donors the ability to establish both endowed and annual renewal scholarships. Scholarships of either type may be established by alumni, parents and friends of the Foundation.

Leadership Programs

The Zeta Beta Tau Foundation support plays a very important role in the Fraternity's annual educational and leadership programs. Grants from the Foundation help underwrite portions of Fraternity programs such as International Convention, Regional Officer Institutes, Emerging Leaders Institute, James E. Greer, Jr. Presidents' Leadership Academy and more.

The International Convention is the premier leadership development and brotherhood bonding event of the year and is the finest opportunity to learn new ideas and skills in leadership, risk management and health.

The James E. Greer, Jr. Presidents' Leadership Academy is a highly intense leadership training program that enables chapter and colony presidents to come together to acquire vital chief executive tools, gain valuable leadership experience and address common issues.

Learn more at www.zbtfoundation.org.

Heritage Programs

Grants from the Zeta Beta Tau Foundation help underwrite the Fraternity's Israel Advocacy Summit, Summit Against Hate and specific programs to combat campus anti-Semitism.

PROGRAMS AND EVENTS

REGIONAL OFFICER INSTITUTES

Weekend-long regional event • Fall/Spring

Regional Officer Institutes are hosted at several sites around the United States each fall and spring. This program for chapter and colony officers will have five tracks to help each officer better understand his roles and responsibilities within the chapter.

JAMES E. GREER, JR. PRESIDENTS LEADERSHIP ACADEMY

Weekend-long workshop • Winter

The James E. Greer, Jr. Presidents Leadership Academy is one of the premier leadership development programs in ZBT. It is a living-learning experience with programs that will challenge brothers and give them the tools and skills needed for a successful presidency.

EMERGING LEADERS INSTITUTE

Weekend-long workshop • Winter

Hosted in conjunction with the James E. Greer, Jr. Presidents Leadership Academy, the Emerging Leaders Institute focuses on providing leadership education and development to brothers with a focus on brothers within their first two years of brotherhood in the Fraternity. The program seeks to provide brothers with opportunities to explore their definitions of leadership and to begin applying strong leadership behaviors and practices to their everyday actions.



SAFE SMART DATING

Campus-based workshop

Safe Smart Dating, created in partnership by ZBT, Sigma Delta Tau Sorority and Jewish Women International, is the first national program on dating abuse and sexual assault for the Greek community on college campuses. The award-winning educational program is designed to explore gender norms, define healthy relationships and to teach active bystander behaviors.



INTERNATIONAL CONVENTION

Weekend-long convention • Summer

This is the premier leadership development and brotherhood bonding event of the year. The opportunity to share Fraternity in its truest sense with brothers from around the world occurs at International Convention. Convention is held every year.

ISRAEL ADVOCACY SUMMIT

Weekend-long international event • Fall

Israel Advocacy Summit gives brothers the unique opportunity to learn from and network with representatives from agencies that support Israel in the U.S. and the Mission of Zeta Beta Tau. Expanded recently from one-day program to grow learning opportunities.



WORDS TO ACTION

Campus-based workshop

Led by representatives from the Anti-Defamation League (ADL), this program includes anti-hate awareness education, interactive discussion with students sharing their own examples of hate culture and an in-depth look at the history behind stereotypes and connections to modern day. Words to Action can be hosted by a ZBT chapter alone or in conjunction with fellow Greek organizations such as Alpha Epsilon Phi, Sigma Delta Tau and Sigma Alpha Mu.

HATE AGAINST ONE IS HATE AGAINST ALL

Campus-based workshop

Hate Against One is Hate Against All strives to end hate. The over-arching goal of this campaign is as basic as that. Through a multi-faceted education program promoting awareness and dialogue, Hate Against One is Hate Against All breaks down barriers and stereotypes, encourages students to have real conversations about hate culture and empowers brothers to act.

PHILANTHROPY AND PARTNERSHIPS

Zeta Beta Tau actively seeks ways to partner with organizations that share similar values. Annually, ZBT chapters, colonies and brothers raise nearly half a million dollars for the Fraternity's official philanthropies.

The value our organization places on service and

philanthropy is evident in the fact that it is referenced in our Mission, Credo and Ritual. They are integral aspects of what it means to be a true ZBT and to represent the values of the Fraternity both within our organization, on our campuses and within in our communities.

ZETA BETA TAU FOUNDATION

The Zeta Beta Tau Foundation is a nonprofit corporation exclusively committed to educational and charitable purposes to assist brothers of ZBT. The Zeta Beta Tau Foundation has awarded scholarships totaling more than \$1,500,000 to ZBT

Zeta Beta Tau Foundation

brothers. The minimum scholarship awarded is \$1,000. In 2016, awards ranged from \$1,000 to \$5,000.



CHILDREN'S MIRACLE NETWORK HOSPITALS

Children's Miracle Network Hospitals was named the official adopted philanthropy of Zeta Beta Tau Fraternity more than 10 years ago. Chapters are encouraged to look into options of raising money for this charity that supports 170 children's hospitals across North America.

Get on the Ball was designed to create a fun, worthwhile way of raising funds for charity, especially CMNH. In its simplest form, Get on the Ball is the process of rolling a 6-foot ball around campus to collect signatures for charity, but most chapters adapt the event to their own campus, such as adding sponsors or financial pledges and hosting a shorter- or longer-term event.



Children's
Miracle Network
Hospitals

JEWISH WOMEN INTERNATIONAL



Jewish Women International (JWI) is ZBT's official philanthropic and educational partner. Our **Fund for Safe and Healthy Campuses** supports healthy relationship and dating abuse prevention education efforts, such as our Safe Smart Dating program and Brother to Brother. ZBT's new signature philanthropic event, Green Light Go, supports the fund. Chapters and colonies should plan a Green Light Go fundraiser annually. Learn more at zbt.org/greenlightgo.

GIFT OF LIFE

Brothers continue to save lives working with Gift of Life, an organization dedicated to facilitating bone marrow and blood stem cell transplants for patients with blood-related diseases. Chapters across the country host donor and fundraising drives.



Partner organizations

ZBT International Fraternity has many partners and programs promoting its Jewish heritage on campuses across the world, such as:

- Holocaust remembrance events
- Israel Advocacy Summit events
- Roger Williams Day events
- Founders Day

ZBT's educational partners include:

- Hillel International
- Chabad on Campus

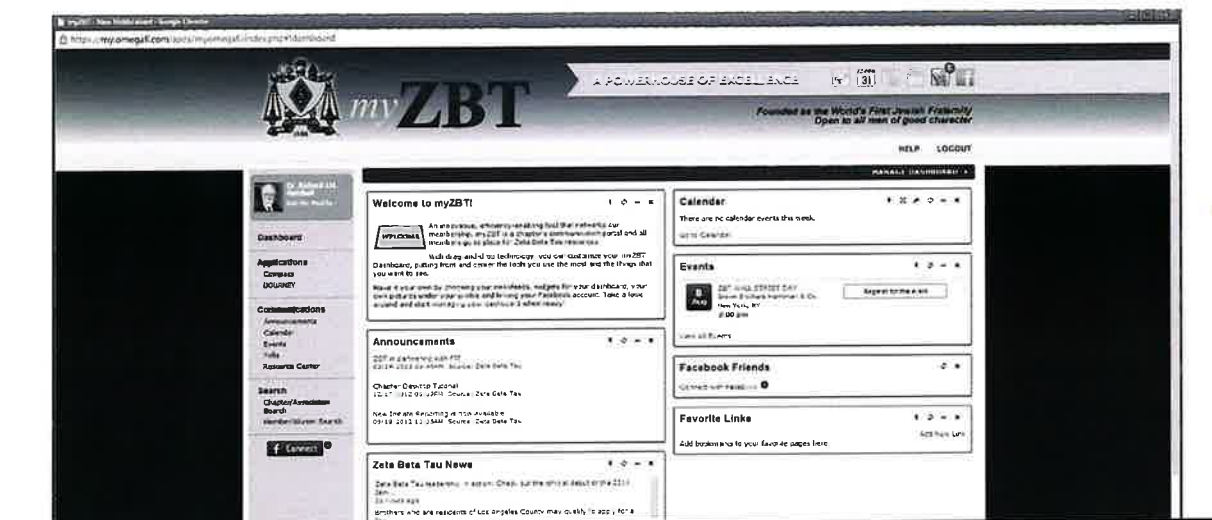
- Israel on Campus Coalition
- AIPAC: The American Israel Public Affairs Committee
- United Synagogue Youth
- StandWithUs
- BBYO
- The David Project
- Anti-Defamation League
- Other Greek organizations
- Foundation for International Education

myZBT

Innovative database and communication tool *myZBT* networks the brotherhood and serves as a resource for brothers, offering tools for communication and event organization, chapter/colony roster and financial management and personal information. *myZBT* username and password information is used to access our online educational portal.

Some of the benefits of a *myZBT* account include:

- Notifications that appear to tell you when there is a new announcement, calendar event or resource available
- Easy access to connect with the ZBT brotherhood through brother, chapter/colony and alumni association searches
- Linking to your Facebook account allows you to log into *myZBT* using your Facebook credentials. It also puts your Facebook profile picture (should you choose to use it) on your *myZBT* page and within the chapter roster
- Brothers only job bank
- Ability to customize your *myZBT* dashboard, putting front and center the tools you use the most and the things that you want to see
- Officers have access to the Vault application that helps them to manage records



How to register

Note: New brothers will first need to be entered into the system by their Chapter/Colony leadership. Once that step is completed, brothers will be sent an email link that includes their new member account number. Then brothers should follow these steps:

- Visit www.zbt.org. Click on the sign in for *myZBT* to the right of the page
- Choose "Register for Access"
- Select enrollment type of "Undergraduate Enrollment"
- Enter the information for the required fields: your member account number, last name, email address, requested username, requested password and password confirmation
- Click "Request Access" when required fields are complete
- For questions or to obtain your member account number, contact Zeta Beta Tau International Headquarters at (317) 334-1898 or email zbt@zbtinternational.org

OUR FRATERNITY CREST

Zeta Beta Tau's Crest — designed by Harold Goldman, Alpha (City College of New York) 1909, and Herbert Lippman, Delta (Columbia University) 1909 — was adopted in 1910 and copyrighted for use by chapters, alumni associations and brothers on all items identifying the Fraternity. It symbolizes the virtues and attitudes to be carried into society by the men of ZBT. Writing in the Fraternity's alumni magazine in 1960, Brother Lippman offered these thoughts on why the Crest was established and what symbolic meaning it has:

What is the significance of the Fraternity Crest? This question has again, after many years, come back to me for an answer. The Fraternity had been without such an emblem for some 12 years at the time the design was made and it was needed, then as now, for insignia jewelry, formal stationery and insertion in annual college publications.

It was felt that as the others do, so should we do. So the Supreme Council ordained that heraldry be done where none had been before. There were no great undying mottoes or traditions to picture, and resources had to be made to the graphic representation of ideals.

The design was composed about a heraldic shield with the Fraternity pin as its center and adornment. On either side hung the balanced censurs of justice: justice must be an essential characteristic of our Fraternity. Back of the shield I placed the facies with axe and torch, representing, respectively, the individuals of the Fraternity bound together by common interest and the group intention of unflinching truth. Above the shield is a mailed fist representing the determination to be used in maintaining the Fraternity's high ideals. Below the Fraternity's initial letters, I placed the symbols of two qualities unique to a fraternity — the clasped hands of friendship and the lamp of learning.

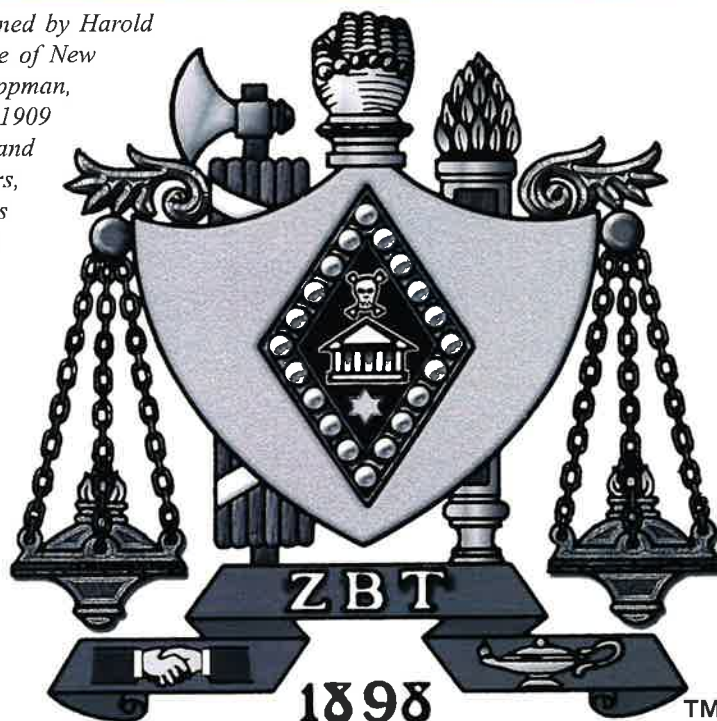
All this symbolization is very, very simple and conventional, coming down to us from the Middle Ages, expressive even then of the elementary

moralties and virtues. The facies and the torch had similar meanings in the days of the Roman Empire, though their use was in the physical form rather than graphical representation. The facies, for example, was carried as an actual bundle of sticks representing the right of the emperor to govern with the consent of all the groups whose sticks he carried. The other units used could be further explained, but I mean merely to emphasize the complete conventionality of the symbols themselves. In all this I saw, and I still see, only those outward signs of the more usual decencies of an organization like our Fraternity.

In only one place did I take the liberties of a designer and permit myself the privilege of hoping of loud. I wonder whether this loudness is even audible. I left out the ZBT in the pin and, in its place, cut a deep hole. In the hollow so cut away, filling the place held by the Fraternity name, I drew a simple Greek temple. It seemed to me at that time, rapt as I was in the study of Grecian architecture, that no more explicitly simple symbol could have been used to

convey the utmost in ambition for our Greek-letter Fraternity. Where the other symbols portrayed such virtues, which in average degree would be common to the type of university man that entered the ranks of our society, the Greek temple seemed to convey all such virtues and more besides: not in the easy sense of merely being just, honest, faithful or what not, but in the strongly aggressive sense of carrying these virtues into such everyday use that they would reflect powerfully on the surrounding life as it touched ZBT or any of its brothers. It was not merely that the Fraternity would be just, honorable or faithful, but that it would with these virtues be extremely intelligent, determined, magnanimous, courageous and unselfish in its attitude toward others and, of equal importance, unmercifully true to itself. The men who are symbolized by that monument of an age of greatness are the men of Zeta Beta Tau.

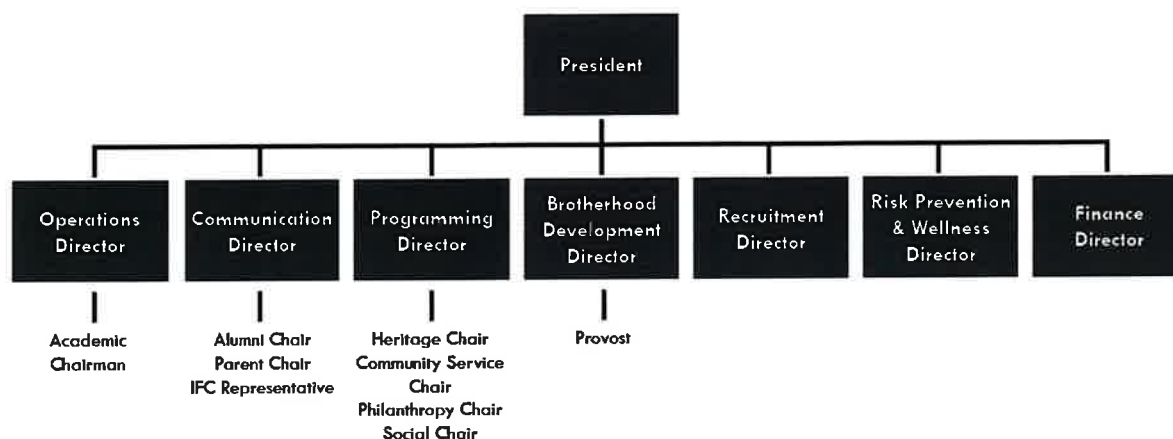
These were the thoughts that went into the making of this design 50 years ago and this, I think, is the significance of the Fraternity Coat of Arms today.



OFFICER RESPONSIBILITIES

Eight officer positions are elected by the chapter/colony directly. Once the Executive Board is elected, additional positions underneath some of the officers are appointed and approved by the elected Executive Board. Each Executive Board officer under the President is expected to have a functioning committee which can assist them with their responsibilities and they have the flexibility to create additional roles within their area as they see fit. Chapters and colonies have some flexibility within the designed framework.

About the Executive Board



All officers may have other duties as assigned by the Executive Board or the chapter's governing documents.

President

- Serves as the chair of the Executive Board and manages the day-to-day operations of the chapter in between official chapter meetings
- Oversees all chapter meetings and is expected to be proficient with parliamentary procedure
- Serves as an ex-officio member of all chapter committees
- Oversees the operations of all Executive Board officers
- Appoints committee chairs and other positions within the chapter with the approval of the Executive Board
- Serves as the primary liaison to the local community, school administration, Greek community, International Headquarters and all other appropriate audiences
- Leads the rituals of the Fraternity

Operations Director

- Oversees internal management of the chapter/colony's operations.
- Manages the rosters of the chapter/colony and ensure all information is up-to-date with ZBT International Headquarters
- Leads an annual review of the chapter/colony's governing documents
- Manages a master calendar to be shared from time to time with the brothers
- Oversees the completion of the annual Standards of Excellence application and should recruit brothers to assist him as necessary in completing this task
- Serves as the liaison to the Standards Board and report to the Executive Board their actions
- Serves as parliamentarian for chapter/colony meetings and will record discussions and distribute minutes

Committee and other roles typically include:

- | | | |
|---------------------|-----------------------------|------------------------------|
| • Social Chairman | • Parent Relations Chairman | • Community Service Chairman |
| • House Manager | • Athletics Chairman | • Historian |
| • Academic Chairman | • Alumni Relations Chairman | • Webmaster |
| • Heritage Chairman | • Philanthropy Chairman | • IFC Representative |

Programming Director

- Serves as the chair of the Programming Committee; oversees all chapter/colony events and programs
- Manages the event logistics, communication of information for each event to brothers and recruitment of event volunteers if they are needed
- Manages the partnerships which are to be developed between the chapter/colony and any other organization on campus and works with the campus administration to ensure all forms and policies are followed
- Manages the chairman on his committee to ensure the success of all programs and events

Brotherhood Development Director

- Serves as the chair of the Brotherhood Development Committee; tasked with the oversight of all education and development of the brothers
- Leads *THE JOURNEY* with all brothers and provides opportunities for education throughout the academic year
- Manages in-person and online education
- Works with the Provost to ensure new initiate education is completed and that brothers transition smoothly into *THE JOURNEY*
- Plans all Initiation Rituals and ritual education and should plan brotherhood programs
- Assists the President and the Standards Director in the running of the semiannual Brotherhood Review Vote (SBRV)

Risk Prevention and Wellness Director

- Serves as the chair of the Risk Prevention and Wellness Committee; tasked with developing, managing and enforcing procedures to reduce risk for the chapter/colony and its brothers
- Tasked with bringing in outside speakers to train brothers on areas of risk management and harm reduction as well as overall health and wellness
- Oversees the completion of GreekLifeEdu by new brothers and serves as the primary contact for programs such as Safe Smart Dating and the Alcohol Skills Training Program

Communication Director

- Serves as the chair of the Communication Committee; oversees all external communication of the chapter/colony
- Oversees weekly meetings of all committee chairmen
- Manages all technology and social media the chapter/colony may choose to employ
- Leads the creation and distribution, at least once a semester, of a newsletter to be sent to a variety of audiences
- Approves all electronic and printed materials for the chapter/colony and works directly with the President to keep lines of communication open between the chapter/colony and their stakeholders
- Ensures all forms to be turned into ZBT International Headquarters are done so on time and complete

Recruitment Director

- Serves as the chair of the Recruitment Committee; tasked with the oversight of the chapter/colony's recruitment efforts
- Manages the cultivation of a names list and plans and execute any participation in formal recruitment periods as defined by the campus community
- Works to create standards of recruitment which are to be used when identifying strong candidates for the chapter
- Manages the logistics of recruitment events and plan an annual recruitment seminar to hone the skills of brothers in the chapter/colony

Finance Director

- Serves as the chair of the Finance Committee; tasked with the oversight and management of the chapter/colony's budget and funds
- Works with the other directors to receive budgetary requests, discuss their merits and create a budget
- Works to ensure expenditures are within the budget, report to the Executive Board the status of the budget at least biweekly, file necessary tax documents on behalf of the chapter, manage the collection of dues and fees and make on-time payments of all bills and invoices incurred by the chapter

About the Standards Board

The Standards Board serves as a wholly separate entity from the Executive Board. The Standards Director and the other members of the Standards Board are elected by the chapter/colony as a whole. A brother may not serve on both the Standards Board and the Executive Board at the same time. Minimally, the Standards Board should comprise 5 members, the Standards Director and 4 members each representing a class of the Fraternity (freshmen, sophomores, juniors and seniors). As the chapter/colony grows, they may choose to add up to two additional members to the board who may represent any class of the Fraternity.

Standards Director

- Serves as the chair of the Standards Board
- Convenes the Standards Board at any time a complaint or grievance is submitted to the Standards Board or at any other time the Board believes they have the responsibility to hold a brother accountable for his actions
- Leads discussions on issues at hand, charge the board to determine responsibility of violations and create plans to address issues and challenge and grow brothers
- Shares the Standards Boards decisions with the Operations Director or he may attend Executive Board meetings directly to report when necessary.

ZBT TRADITIONS AND SYMBOLS

Compliance with ZBT Traditions is a part of the ZBT Brotherhood Quality Standards. See *THE JOURNEY* Manual for more information on ZBT traditions.

What is esoteric (secret) in ZBT?

— Our password, the symbolism of the Pin and our handshake. See *The Gold Book* for explanations.

ZBT Pin Day — The Fraternity Pin is our most revered symbol. To show proper respect for what our Pin symbolizes, all brothers wear their ZBT Pin on the first Monday of each month, with either a jacket and tie or a dress sweater.

Wearing of the ZBT Pin

— The ZBT Pin is worn over the left chest, tip tilted slightly to the right shoulder. It should be worn proudly. Only brothers from Alpha Chapter at City College of New York may wear their Pins vertically. The Pin should never be worn on a T-shirt, sweatshirt or with any clothing which degrades the Pin. The Pin should not be worn on a lapel or collar.

ZBT Letter Day — In order to show pride in our Fraternity, brothers often wear ZBT letters one day per week, as designated by the chapter/colony President.

“Cordially, Fraternally and Sincerely,” or “C., F. & S.,” — This is the traditional way in which we close letters to and from brothers in ZBT.

“Good & Welfare” — The concept of Good & Welfare is a time-honored tradition in most fraternities and

many other organizations. Near the end of chapter/colony meetings or other events, the President or other presiding officer will ask: “Is there any Good & Welfare?” This is an opportunity for any brother, without regard to the usual rules of parliamentary procedure, to express himself on some topic of value to the brotherhood. Many ZBT chapters and colonies use the tradition of each brother saying “For the Good and Welfare of (Greek designation) Chapter/Colony of Zeta Beta Tau ...” and then making his comments.

Chapters/colonies should conduct Good & Welfare by allowing brothers to speak in reverse order of seniority. The last speaker should always be the President, proceeded immediately by any alumni present, proceeded by other officers. Undergraduates visiting from other chapters/colonies should speak before anyone.

The brother speaking is expected to be brief, positive and specific, to speak freely without fear of confrontation, and to make his comments in the nature of a constructive observation. Brothers listening are expected to be courteous and to refrain from engaging in rebuttal when it is their turn to speak. No brother, other than the presiding officer, may interrupt a Good & Welfare speaker.

Good & Welfare is a time to thank, praise, congratulate and share good times. It is not a time to vent anger, put down anyone else or disturb the peace of the chapter/colony. A positive Good & Welfare session is a wonderful bonding event. Chapters/colonies that do it well always look forward to Good & Welfare.

The Fraternity Song — Every Brother should be able to sing the Fraternity song, “Here’s to Our Fraternity.” (See Page 24.) Some chapters have developed groups that are skilled enough to sing it in four-part harmony.

The melody of the song dates back to the 18th century when, with the Latin title “Gaudeamus Igitur,” it was sung by students at German universities.

The ZBT lyrics were written by Maurice L. Zellermayer, a founder of Zeta Beta Tau.

While there are three verses to the entire song, many chapters/colonies are most familiar with only the first. Nevertheless, the other two verses are beautiful and should not be forgotten.

It is appropriate to sing The Fraternity Song at any joyous occasion. It is always sung at any ritual, following all Brotherhood meetings, often at parties and often at songfests in which the Brotherhood is competing, singing a medley of songs.

A great part of the Fraternity experience centers on song. Officers should use every opportunity to employ songs whenever possible as singing is a brotherhood bonding experience.

Official slogans — ZBT and its brothers may be described using “Brotherhood for a Lifetime” and “A ZBT and a gentleman are synonymous.” When sharing good news among brothers, it’s common to say, “It’s great to be a ZBT!”

Is it Nationals or National? — Neither. This term is outdated. The correct reference of the main office of the Fraternity is ZBT International Headquarters. Zeta Beta Tau is an international organization reaching across North America.



Alumnus/alumni — An alumnus is the singular masculine form. Alumni is the plural masculine form. For example, when you graduate, you will be an alumnus of ZBT.

How are Chapters named? — Chapters and new colonies are named sequentially in Greek letter order by chartering date. In the case of a revival, a colony may choose the oldest chapter name of the previous Fraternity incarnation on that campus, including antecedent groups.

Legacies — Chapters must always show special consideration for legacies. We owe our alumni nothing less.

Prime legacies are defined as brothers, sons and grandsons of ZBT brothers of the same chapter/colony.

First priority legacies are defined as brothers, sons and grandsons of brothers of any ZBT chapter/colony. According to ZBT policy, a legacy will receive an invitation of membership ("bid") if he receives an affirmative vote by more than 50 percent of chapter/colony voting members. If he does not receive this invitation of membership, the president of the chapter/colony will contact the legacy's ZBT relative within 72 hours of the decision.

Chapter meetings — Open and close Chapter/Colony meetings in Ritual Form. See *The Gold Book*. Also use Robert's Rules of Order.

Order of Business:

- Call to order
- Ritual reading
- Roll call
- Approve old minutes
- Officer reports
- Committee reports
- Old business
- New business
- Announcements
- Good & Welfare
- Adjournment
- Fraternity Song

Other issues regarding meetings:

- Confidentiality
- Only brothers and advisors may be present
- Minutes are a must

Snapping — In ZBT meetings and gatherings, brothers snap their fingers, rather than applaud, when expressing approval, agreement or support.

Some chapter and campus traditions:

- Serenading a sorority, particularly at a pinning
- Special awards and celebrations: Golden Apple Award to Best Professor, Man of the Year to best alumnus, etc.
- Historian's scrapbook
- President's chair
- Holiday cards
- Advisor appreciation dinner

Founders Day — Founders Day is on December 29. Due to the time of year and most universities out for the holidays, the Supreme Council passed a motion for Founders Day to be celebrated the first Saturday of March. Appropriate events include an alumni reception or dinner, a special initiation, College of Honors or graduation ritual. All events should include a moment of silence for all brothers who have passed into the Chapter Eternal since the last memorial, as well as a recitation of the names of any brothers from the chapter who have died. That list is available through the ZBT International Headquarters.

Graduation Ritual/Senior Dinner

— Every ZBT chapter and colony conducts a Graduation Ritual to honor its graduating seniors; senior classes get together for a final dinner and round of Good & Welfare. See *The Gold Book* for the Graduation Ritual.

ZBT VISUALS

Official colors

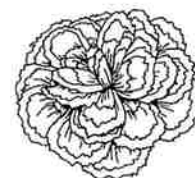
Medium blue and white with gold as a trim

Pantone 2955C

Pantone 116C

Official flower

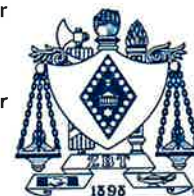
Carnation



The Crest

Because of the importance of the Crest, care should be taken to prevent any alterations. Only these uses of the Crest are acceptable in all graphic uses, including letterhead, websites, apparel and communications.

- full-color Crest
- black-and-white Crest
- reversed white Crest
- one-color blue Crest
- one-color gold Crest
- one-color black Crest



Typography

Zeta Beta Tau Fraternity uses Times New Roman font and Tw Cen MT font.

Times New Roman is ZBT's primary serif font. It offers a familiar sophisticated option for typing. This font is also versatile and can be bolded and italicized.

Tw Cen MT is ZBT's primary sans serif font. It complements the Times New Roman and offers clean lines and a modern edge. This font is also versatile, as it can be bolded and italicized.

HARM PREVENTION

Taking reasonable risks is an important part of college life, and of having fun. Just as important, though, is our duty as brothers to take care of, and look out for, our brothers as well as their friends and guests. That is the underlying principle behind risk management.

Everything we do as a Fraternity — sports, brotherhood and social events, community service projects — comes with some degree of risk. So does anything you do in your personal life.

Legal and liability issues come second only to the oath we all took when we were initiated, to put our brothers' well-being above our own.

If you keep risk management in mind before your events, you can enjoy them more during the event and potentially save yourself quite a bit of time and aggravation afterward.

Risk Management Policy 2014

ZBT's coverage as part of the Risk Management Policy of FIPG, Inc. includes the provisions, which follow and shall apply to all Fraternity entities and all brothers of the Fraternity.

ALCOHOL AND DRUGS

1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on Chapter or Colony (the "Chapter") premises or during a Fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the Fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education.
2. No alcoholic beverages may be purchased through or with Chapter funds nor may the purchase of same for brothers or guests be undertaken or coordinated by any brother in the name of or on behalf of the Chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.
3. OPEN PARTIES, meaning those with unrestricted access by non-brothers of the Fraternity, without specific invitation, where alcohol is present, are prohibited.
4. No brothers, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).

Why do we need insurance?

Frequently Asked Questions

1. Why is liability insurance so expensive for Greek letter organizations?

We have seen a continuing increase in civil litigation arising from fraternity social functions, pledge/new member activities and related activities. Jury verdicts and settlements from these lawsuits continue to increase. One large jury verdict could put any national organization and therefore all of its chapters out of business.

2. Why is everyone cracking down on us?

The "Animal House" image of the 1970s is no longer tolerated. People are fed up. Universities are shutting down their Greek systems. Parents won't let their sons and daughters join chapters. City and county zoning boards won't grant building variances for chapter houses. Leaders of all men's and women's fraternities and sororities are being pushed to find solutions to the values-related problems facing fraternal groups. The most distressing concern is the increasing number of men and women who die or are injured each year because of hazing practices and alcohol-related fraternity functions.

3. Why have a risk management program?

Today's insurance market is not a good place for the college fraternity chapter. At best, insurance is difficult to get, and affordable premiums are almost impossible to find. By adopting a standard risk management policy and through individual national organizations enforcing that policy, we make the Greek environment safer for our guests and members and more attractive to insurance companies who are willing to consider writing fraternal organizations. Plaintiffs' attorneys take the "shotgun" approach to litigation. Lawsuits name the national organization, the alumni corporation, the chapter as an entity, individual officers and members and on occasion the parents of fraternity brothers and sisters. They are looking for the deep pocket(s) — the sources with the most money.

Learn more at the website of ZBT's partner, Fraternal Information & Programming Group, FIPG.org

5. The possession, sale or use of any **ILLEGAL DRUGS** or **CONTROLLED SUBSTANCES** while on Chapter premises or during a Fraternity event or at any event that an observer would associate with the Fraternity is strictly prohibited.
6. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a Chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
7. No chapter may co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.
8. All recruitment or rush activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.
9. No brother shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong," "century club," "dares" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.
10. No alcohol shall be present at any activity or ritual of the Chapter. This includes but is not limited to activities associated with "bid night," "big brother – little brother" events or activities, events or activities, "family" events or activities and initiation.

HAZING

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not

Warning about insurance coverage

If you break the law and someone gets hurt, the insurance company may not defend you and may not pay any claim. If you are acting outside of your authority (for instance, by organizing a social event when you're not an officer) and someone gets hurt, the insurance company may not defend you and may not pay the claim. You may personally be liable.

normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law."

SEXUAL ABUSE AND HARASSMENT

The Fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its brothers, whether physical, mental or emotional. This is to include any actions, activities or events, whether on Chapter premises or an off-site location which are demeaning to women or men, including but not limited to verbal harassment, sexual assault by individuals or brothers acting together. The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event as defined in this policy is prohibited.

FIRE, HEALTH AND SAFETY

1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should post by common phones and in other locations emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
4. The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house is prohibited.
5. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.

EDUCATION

Each Chapter shall annually instruct its brothers and alumni in the Risk Management Policy of FIPG, Inc. Additionally, all brothers and key volunteers shall annually receive a copy of the Risk Management Policy and a copy of the policy shall be available on the Fraternity website.

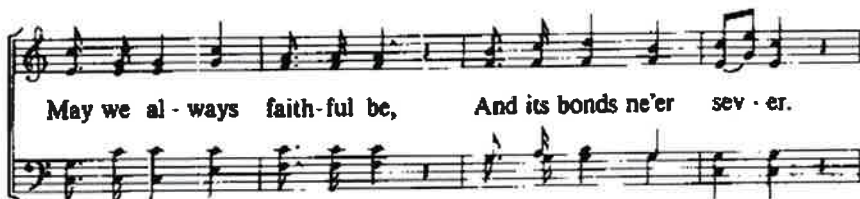
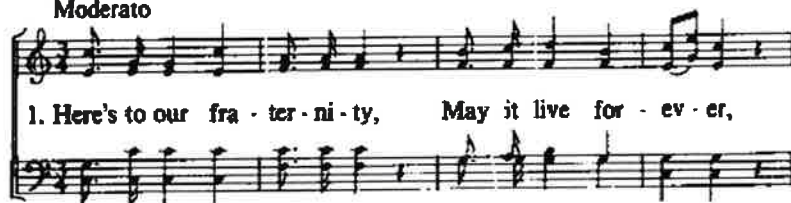
THE FRATERNITY SONG

All brothers must be able to sing "Here's to Our Fraternity," the first song of the Fraternity. The melody of the song dates back to the 18th century when, with the Latin title "Gaudeamus Igitur," the tune was sung by students at German universities. The Fraternity lyrics were written in 1899 by ZBT Founder Maurice L. Zellermayer, Delta (Columbia University) 1898.

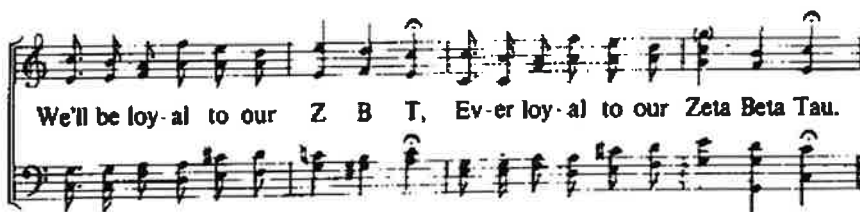
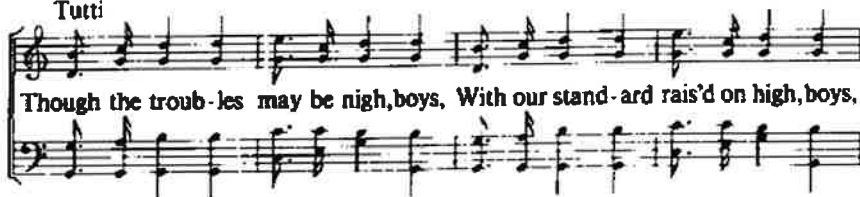
Downloadable files are available at zbt.org/songs. ZBT International Headquarters can supply a CD upon request.

"Here's to Our Fraternity"

Moderato



Tutti



Brother Zellermayer

2.

Let us raise our glasses, boys,
And pledge our friendship ever,
Though life may have its cares and joys,
That friendship we'll ne'er sever.
In life's sorrow and its sadness,
In its joys and in its gladness,
We'll be brethren of ZBT,
Always brethren of Zeta Beta Tau.

3.

Lord of Heaven and of Earth,
Keep watch o'er us ever,
Fill our hearts with love and mirth,
Let our bonds ne'er sever.
By the heav'n that smiles above us,
By the faith of those that love us,
God protect our ZBT,
God protect our Zeta Beta Tau.

THE GREEK ALPHABET

Brothers of Zeta Beta Tau should know the Greek alphabet in order to identify the names of Greek letter fraternities and sororities and the nomenclature of chapters and colonies.



ALPHA



BETA



GAMMA



DELTA



EPSILON



ZETA



ETA



THETA



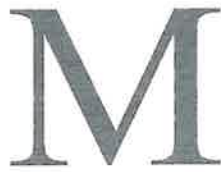
IOTA



KAPPA



LAMBDA



MU



NU



XI



OMICRON



PI



RHO



SIGMA



TAU



UPSILON



PHI



CHI



PSI



OMEGA

ONLINE RESOURCES

Visit our website to learn more about Zeta Beta Tau Fraternity and its programs, events and brothers. The homepage at www.ZBT.org has the latest news and notes.

- Who We Are, Our History zbt.org/about-zbt
- Our Credo zbt.org/credo
- Chapter Locator zbt.org/chapters
- The *Digital Deltan* alumni magazine zbt.digitaldeltan.com
- More on Alumni zbt.org/alumni
- Safe Smart Dating zbt.org/safesmartdating
- Zeta Beta Tau Foundation zbt.org/foundation
- Programs and events zbt.org/programs
- Parents' resources zbt.org/parents

Media use policy for brothers

Membership in Zeta Beta Tau Fraternity is a privilege and also a responsibility. When a man chooses membership in ZBT, he is affirming that he will represent himself and all brothers in the Fraternity, current and past.

The Fraternity recognizes the positive aspects and potential in these sites, and they can be a valuable tool for supporting and publicizing the Fraternity.

The Fraternity has, however, set behavioral standards and expectations for its brothers, who are constant representatives of ZBT in their communities and online. Brothers are expected to follow the standard of conduct outlined by their chapter and the International Fraternity.

Online sites, social media, and other groups and communications from brothers should never be:

- Derogatory toward themselves, the brotherhood, or other human beings
 - Racially or ethnically insensitive
 - Condoning of drinking, alcohol use, drugs, smoking or any illegal activity
 - Depicting behavior unbecoming of a ZBT gentleman
 - Profane, lewd or vulgar
 - Representative of pledging or hazing, both of which are practices Zeta Beta Tau Fraternity has abolished
 - Out of line with the individual's or chapter's university/campus policies
 - The onus of monitoring chapter and individual communications falls to the individual user.
- It is up to each brother to ensure the respectability and safety of his own and his chapter's online presence.

Photos

It is expected that all photos depicting, posted by, or identifying ZBT brothers be in good taste.

Photos should not depict nudity, lewd acts or ideas, obscene language or acts, alcohol or appearance of intoxication, drugs or drug use, any illegal acts or other inappropriate materials or themes. This includes photos on chapter, campus or personal media.

Public vs. private

All contents of web or social media pages, even those set to private, can be found by careful searchers. All items, even those set to private, posted by ZBT brothers and on Fraternity pages must follow the above taste and respect rules.

The Fraternity, as owner and protector of the ZBT brand and trademarks, reserves the right to police and safeguard all uses of the Zeta Beta Tau name and symbols as well as police all concerns or violations of these policies.

Social Media



@zetabetatau



@ZetaBetaTau



Zeta Beta Tau
Fraternity



Zeta Beta Tau
Fraternity



Zeta Beta Tau
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