

Peer-to-peer
accountability +
educational
sanctions: how to
keep one bad apple
from ruining the
whole bunch

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Introductions



- How does one get chosen to talk about accountability (ie - who am I)?
- Who is in the room?
- Language + structure in your org

Pair + share

What can be difficult about holding your peers accountable?

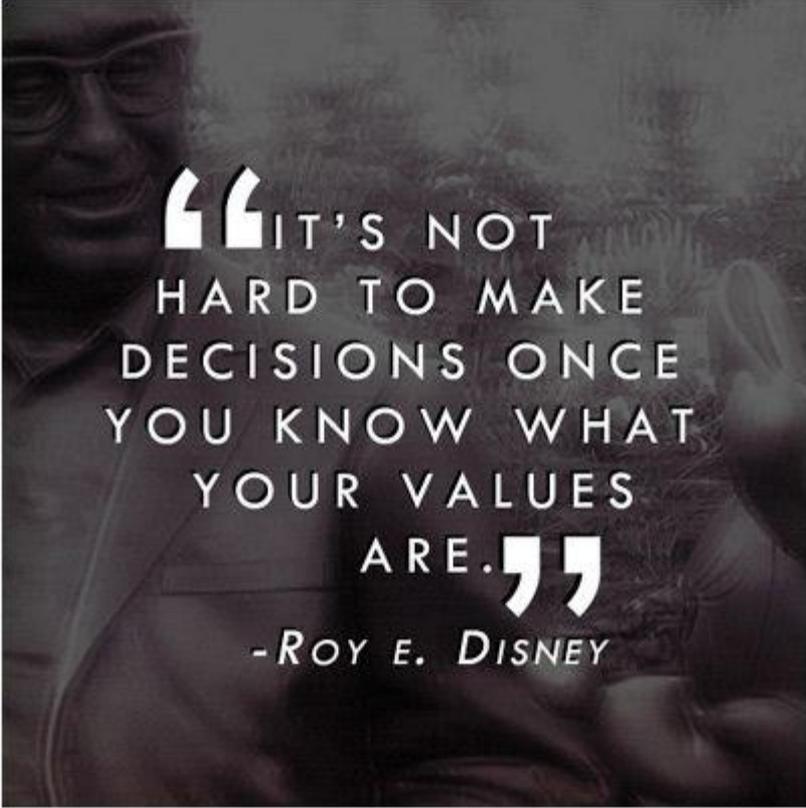
Why is accountability necessary in an organization?



What is accountability?

Definition of accountability

: the quality or state of being **accountable**; *especially* : an obligation or willingness to accept responsibility or to **account** for one's actions



“IT'S NOT
HARD TO MAKE
DECISIONS ONCE
YOU KNOW WHAT
YOUR VALUES
ARE.”

-ROY E. DISNEY

Educate your members

What are their responsibilities and expectations as a member?

AND

How and where are you continuously reminding them of their responsibilities and expectations?

A few keys to remember

- A friend is not the same as a brother/sister
- You took an oath as an officer to serve in the best interest of your organization
- Your members chose to join your organization and thereby chose to be held to a higher standard
- Your organization should be constantly reminding members of their expectations through utilizing ritual, reciting your purpose/motto, etc.

Don't make it personal

Utilize the tools you have in your arsenal...

- Pieces of ritual
- Chapter policies
- Organizational bylaws/policies
- Mottoes/values statements

Avoid “I/we think what you did was wrong because _____.”

WRONG

is **WRONG,**

even if *everyone*
is doing it.

RIGHT

is **RIGHT,**

even if *no one*
is doing it.

Sometimes, not
saying anything
is the best answer.
You see, silence
can never be
misquoted.

Use silence

Don't let someone's
anger/silence/excuses
pressure you into filling
the silence.

Let them speak their mind
and listen and then stick to
your tools in your arsenal.

Educational sanction brainstorm

What are some common issues you will face?

How can you help members learn from mistakes and prevent the same behavior in the future?

Educational sanctions

Work in loss of privileges plus additions of resources found on campus

- Academic help - Student Success Center, meet with a professor, take a professor to lunch, etc.
- Drug/alcohol incidents - SAPE office
- General concerns about well-being - Counseling & psychiatry

Severe concerns for health + wellbeing - refer through the BIT process
(sa.sc.edu/bit)

Questions?

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