



# PHI GAMMA DELTA

## BUILDING COURAGEOUS LEADERS

### Risk Management Policy

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The policy stated below has been adopted by the Archons of Phi Gamma Delta as a consolidated statement on the Fraternity's major exposures to risk. All chapters and members are expected to comply with this policy.

#### **GENERAL STATEMENT**

All undergraduate members and pledges of Phi Gamma Delta shall abide by any and all applicable laws of the federal government, state, province, county, city, and institution of higher learning.

#### **ALCOHOL AND DRUGS**

1. The possession, sale, use, or consumption of **ALCOHOLIC BEVERAGES**, while on 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 learning, and must comply with either the BYOB or Third Party Vendor Guidelines.
2. No alcoholic beverages may be purchased through chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. **THE PURCHASE OR USE OF A BULK QUANTITY OF ALCOHOL (I.E. KEGS OR CASES) IS PROHIBITED.**
3. The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter premises or at any event, except when served at an event by a licensed and insured third-party vendor.
4. **OPEN PARTIES**, meaning those with unrestricted access by non-members of the fraternity, without specific invitation where alcohol is present, are prohibited. The number of guests in attendance at any event where alcohol is present shall be limited to a maximum of three (3) guests per member. A guest is defined as a person who is not a member of the host chapter. It is recommended that all guests be listed on a predetermined guest list.
5. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under the legal drinking age).
6. The possession, sale, or use of any **ILLEGAL DRUGS, CONTROLLED SUBSTANCES, OR MARIJUANA** while on chapter premises or during a fraternity event, or at any event that any observer would associate with the fraternity, is strictly prohibited.
7. No chapter may co-sponsor an event with an alcoholic distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where 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 the purposes of fundraising of any kind. A chapter may rent or use a room or area in a tavern as defined above for an event held within the provisions of this policy, including the use of a third party vendor and guest list. A chapter may conduct or participate in an event with a charitable organization where alcohol is present if the event is held within the provisions of this policy and does not fundraise through the sale of alcohol or the sale of tickets (or otherwise) which can be exchanged for alcohol.
8. No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups, or organizations.
9. All recruitment activities associated with any chapter will be **DRY** recruitment functions. No recruitment activities may be held at or in conjunction with an alcohol distributor or tavern as defined in this policy.
10. No member or pledge 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.

11. No alcohol shall be present at any pledge program, pledge activity, or ritual of the chapter. This includes, but is not limited to activities associated with "bid night," "Big Brother – Little Brother / Pledge Father – Pledge Son" events or activities, "family" events or activities and initiation.

### **HAZING**

No chapter, colony, pledge, undergraduate or graduate brother 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 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.*

Section 25.33 of the **Bylaws of the Fraternity** provides:

*"No chapter or member shall require, allow, or participate in any Hazing ceremony or activity. Hazing includes, but is not limited to, any ceremony or activity whereby any pledges, members, or other persons suffers or is exposed to cruelty, indignity, hardship, deprivation, oppression, physical or mental abuse, abridgement of any right, or that which would unreasonably interfere with a person's mental or physical ability to perform college work efficiently, or tend to reflect unfavorably upon the Fraternity. For any infraction of this section, members may be subject to the sanctions described in Section 25.38, and chapters may be subject to the sanctions described in Sections 25.40-25.46.."*

### **ABUSE & HARASSMENT**

The Fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, 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, ranging from but not limited to verbal harassment to sexual assault by individuals or by members 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 have posted by common phones emergency numbers for fire, police, and ambulance and should have posted evacuation routes in the common areas and on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company.
4. The possession and/or use of firearms or explosive devices of any kind on chapter property is expressly forbidden.
5. The construction or use of water features, towers, rope bridges and slides is strictly prohibited whether on chapter property or elsewhere. The terms "water features" and "slides" include but are not limited to above-ground pools, waterfalls, slip-n-slide and similar structures, but do not include fountains, in-ground pools or slides connected to such in-ground pools, which are built and operated in accordance with applicable engineering standards and local building codes and ordinances. In addition, the terms "towers" and "rope bridges" do not include such structures that are part of certified COPE or ROPES Courses or rappelling towers built and operated in accordance with applicable engineering standards and local building codes and ordinances.

### **EDUCATION**

Each undergraduate brother and pledge shall be instructed annually on the Risk Management Policy of Phi Gamma Delta.

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