



# PHI GAMMA DELTA

BUILDING COURAGEOUS LEADERS

## Risk Management Policy

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 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 & 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 new member 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 new member program, member activity, or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "Big Brother - Little Brother / New Member Father - New Member Son" events or activities, "family" events or activities and initiation.

## **Big Brother Programs**

1. "Big Brother-Little Brother / New Member Father-New Member Son" reveals, or similar events or activities, may not be conducted unless the Purple Legionnaire, member of the Board of Chapter Advisors or other graduate/advisor designated by the Purple Legionnaire or Section Chief is present.
2. Consistent with Alcohol & Drugs item 11, alcohol is not permitted at any formal or informal "Big Brother-Little Brother" / "New Member Father-New Member Son" reveals, "family" events or similar activities. "Family" gifts of alcohol are also prohibited.
3. Big Brother - Little Brother / New Member Father - New Member Son" or similar programs are not permitted in conjunction with new member education programs. New member mentor programs are permitted following initiation.

## **Hazing**

No chapter, provisional chapter, new member, undergraduate or graduate brother shall require, allow, or participate in any hazing ceremony or activity. Hazing is any action taken or situation created intentionally that causes embarrassment, harassment or ridicule and risks physical, emotional and/or mental harm, regardless of the person's willingness to participate to join or retain membership. Hazing includes, but is not limited to, activities and/or requirements imposed on individuals or groups which:

- a. Violate federal, state, provincial, or local laws, or college/university or Fraternity policies.
- b. Knowingly or recklessly subjects a person(s) to unreasonable risk of physical, mental or emotional harm or humiliation.
- c. Involve the forced or suggested consumption of alcohol or drugs, or any other substance in any non-customary manner.
- d. Involve or threaten brutality of a physical or mental nature.
- e. Are demeaning and/or humiliating.
- f. Adversely affect a person's well-being and/or academic performance.
- g. Impose undue hardship or abridge any rights.

## **Sexual Misconduct**

The Fraternity and its members must comply with all federal, state, provincial, and local laws related to sexual misconduct. This is including, but not limited to, definitions around consent, sexual violence, sexual harassment, domestic violence, dating violence, stalking, and sexual exploitation.

The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at any fraternity activity or event as defined in this policy is prohibited.

## **Assault & Battery**

In any activity or event sponsored or endorsed by the chapter, including those that occur on or off chapter premises, no chapter, member or guest shall engage in assault and battery, as defined in the state statutes in which the activity or event occurs.

## **Fire, Health & 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.
6. All chapters, provisional chapters, brothers and new members should adhere to the guidelines and regulations set forth by their college/university, local governmental and state / provincial authorities regarding public health. This includes, but is not limited to, COVID-19 pandemic guidelines and regulations related to group gatherings, social distancing, use of personal protective equipment and adherence to quarantine orders.

## **Education**

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