

RECRUITMENT RISK MANAGEMENT POLICIES

The following is a portion of the Phi Sigma Kappa Risk Management Policies as they relate to recruitment. The full version of the Risk Management Policies can be found on the [Phi Sigma Kappa website](#).

As an aid to its members and chapters in their efforts to promote safe and legal behavior, the Fraternity has set the following guidelines/expectations gathered from sources including its chapters, other fraternities and college/university administrators.

These guidelines/expectations are considered to be among the standards of behavior to which members and chapters promise to adhere and are expectations of Phi Sigma Kappa for all men and chapters who wish to be members of Phi Sigma Kappa. These are the expectations of Phi Sigma Kappa. Your university may have additional requirements.

ALCOHOL AND DRUGS

In any activity or event sponsored or endorsed by the Phi Sigma Kappa, including those that occur on or off Phi Sigma Kappa chapter premises:

(1) Phi Sigma Kappa members, and guests are expected to comply with all federal, state, provincial, and local laws which provide, in general, that no person under the legal drinking age may possess, consume, provide, sell or be provided alcoholic beverages.

(2) Phi Sigma Kappa members, and guests are expected to follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on Phi Sigma Kappa premises or at any activity or event sponsored or endorsed by Phi Sigma Kappa.

(6) To begin the process educating members as early as possible and continuing that education through the association and initiation process, it is expected that all activities or events related to recruitment, rushing, "bid night", associate meetings, associate education, associate activities or events, family events or activities, "Big/Little" activities or events, and initiation, be substance, drug and alcohol free either of presence or use.

HAZING

Phi Sigma Kappa' Cardinal Principles of Brotherhood and Character, and its Motto of the Golden Rule, are completely incompatible with hazing. Chapters and members are expected to neither participate in nor allow other members to participate in hazing.

The term "hazing" means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against any individual or group of individuals, regardless of affiliation, whether or not committed on Phi Sigma Kappa property, for the purpose of recruiting, joining, pledging, initiating, admitting, affiliating, or for the purpose of retaining membership in an organization that causes an individual or group of individuals to do any of the following, regardless of a person's willingness to participate:

- a. Be coerced to violate federal, state, provincial, local law, or Phi Sigma Kappa policy.
- b. Be coerced to consume any food, liquid, alcoholic liquid, drug, or other substance in any non-customary manner which subjects the individual or group of individuals to a substantial risk of emotional or physical harm which includes but not limited to sickness, vomiting, intoxication, or unconsciousness.
- c. Endure brutality of a physical nature, including but not limited to whipping, beating, paddling, branding, dangerous physical activity, or exposure to elements or endure threats of such conduct that results in mental or physical harm.
- d. Endure brutality of a mental nature, including but not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment or endure threats of such conduct that results in mental or physical harm.
- e. Endure any other activity which adversely affects the health and safety of an individual, including but not limited to the disruption of academic performance or class attendance, required designated driving programs, line ups, calisthenics, or personal, physical, or financial servitude.

PHI SIGMA KAPPA GOOD SAMARITAN POLICY

In the interest of promoting the safety of all persons, whether or not members of Phi Sigma Kappa, the Grand Chapter pledges itself to abide by the following guidelines:

INDIVIDUAL

If a member assists another person in obtaining immediate and appropriate medical care related to the use or consumption of alcohol, drugs, or to another medical emergency, then that member, as well as those who are assisted, will not be subject to individual disciplinary action from the Grand Chapter, with respect to the incident. This is the case even if the member who is assisting was a contributing factor to that emergency. An individual may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

CHAPTER

A chapter that seeks immediate and appropriate medical assistance for a person in need related to the use or consumption of alcohol, drugs, or to another medical emergency, may be eligible for mitigation of charges related to violations of organizational policies. To be eligible for this potential mitigation, the chapter must contact and be forthcoming with the Grand Chapter, as soon as possible. A chapter may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.