



## RISK MANAGEMENT POLICY OF PHI SIGMA KAPPA

The following Risk Management Policies will be distributed by the Grand Chapter annually. A copy is available on the [Phi Sigma Kappa website](#).

### EXPECTATIONS

Phi Sigma Kappa is a fraternal organization consisting of men who voluntarily associate themselves with the organization, and in so doing promise to adhere to certain standards of behavior which Promote Brotherhood, Stimulate Scholarship and Develop Character in such ways as will also preserve the good name of the Fraternity.

At the college level, members are organized into chapters which, for general fraternal purposes, serve as communications links between the Fraternity and its members, and as voting units at conventions of the Fraternity. Chapters are also voluntarily associated with the Fraternity, and consequently promise to adhere to the same standards of behavior as promised by its members.

Although the Fraternity does not, and due to limited resources cannot, police or monitor the daily activities of its members or chapters, it does expect members and chapters to adhere to the promised code of behavior.

If the Fraternity discovers that its members or chapters have not adhered to the promised behavior, the Fraternity reserves the right to take various actions with respect to membership which may range from warning to re-education and re-commitment of the member or chapter to the standard of behavior as a condition of continued membership in the Fraternity, to removal of the member or chapter from membership in the Fraternity, and the removal of permission to use the symbols of Fraternity. The gradation and nature of the Fraternity's actions may be uniquely tailored to respond to unique situations.

Behavior which is considered to be in breach of the promises by members and/or chapters includes illegal and/or dangerous activities, which includes but is not limited to, the use of illegal substances, underage drinking or providing drinks to those who are visibly intoxicated, encouraging intoxication from alcohol abuse, and encouraging activities or actions by a person who may be intoxicated, where intoxication would render such activities or actions dangerous or more dangerous; engaging in or encouraging hazing behavior, any sexual misconduct or assault and battery; use of firearms, explosive devices or incendiary devices; or engaging in retaliation all as further explained in the following paragraphs:

The following points are important to remember:

- Phi Sigma Kappa is a voluntary association.
- Phi Sigma Kappa is not a police force or monitor.
- Phi Sigma Kappa is not a guarantor of its members' behavior. Members are adults and responsible for their own behavior.

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.
- (3) In furtherance of the promise to promote our Cardinal Principle of Brotherhood, which includes the safety of our brothers and guests, it is expected that chapters and brothers not permit alcoholic products with above 15% alcohol by volume (ABV) on their premises or at their events and that any alcoholic beverages either be (a) provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or (b) brought by individual members and guests through a bring your own beverage ("BYOB") system; and (c) that common sources of alcohol, including bulk quantities that are not being served by a licensed and insured third party vendor, not be permitted on their premises or at their events.
- (4) Phi Sigma Kappa's concept of our Cardinal Principles of Brotherhood and Character includes guarding our chapters and members from the jeopardy of legal responsibility for the actions of others. Therefore it is expected that our chapters and members will not cause or allow alcoholic beverages to be purchased with chapter funds or funds pooled by members or guests (e.g. admission fees, cover fees, collecting funds through digital apps, etc.); that our chapters will not co-host or co-sponsor, or in any way participate in an activity or event with another group or entity that purchases or provides alcohol, illegal drugs or controlled substances; and that our chapters will not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor (however, a chapter may rent a bar, restaurant or other licensed and insured third-party vendor in which to host a chapter event).
- (5) In furtherance of guarding our chapters and members from the jeopardy of legal responsibility for the actions of others, it is expected that chapters will control the number and identity of the non-members it permits at any event where alcohol is present by allowing only invited non-members to attend (using a guest list system), inviting no more than three guests per member, and not allowing the total of members and guests to exceed the local fire or building code capacity of the place of the event.
- (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.
- (7) Phi Sigma Kappa further expects that its chapters and members will not themselves, or permit their guests to, permit, encourage, coerce, glorify, or participate in any activities involving the rapid consumption of alcohol (such as in drinking games).

## **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.

## **SEXUAL MISCONDUCT**

Phi Sigma Kappa' Cardinal Principles of Brotherhood and Character, and its Motto of the Golden Rule, are completely incompatible with sexual misconduct. Phi Sigma Kappa and its members are expected to comply with all federal, state, provincial, and local laws related to sexual misconduct. This includes, but is not limited to non-consensual sex, 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 is contrary to the Fraternity's expectations.

## **ASSAULT & BATTERY**

Phi Sigma Kappa's concept of our Cardinal Principles of Brotherhood and Character includes safely guarding our chapters and members. The fraternity therefore expects that in any activity or event sponsored or endorsed by Phi Sigma Kappa, including those that occur on or off Phi Sigma Kappa premises, no chapter, member or guest shall engage in assault and battery, as defined in the state statues in which the activity or event occurs.

## **FIREARMS, EXPLOSIVE OR INCENDIARY DEVICES**

Phi Sigma Kappa's concept of our Cardinal Principles of Brotherhood and Character includes safely guarding our chapters and members. Phi Sigma Kappa and its members are expected to comply with all federal, state, provincial, local laws and campus policy as it relates to firearms or explosive or incendiary devices.

This expectation includes that firearms or explosive or incendiary devices shall not be permitted in the chapter facility and at all fraternity activities or events.

## **RETALIATION**

Phi Sigma Kappa' Cardinal Principles of Brotherhood and Character, and its Motto of the Golden Rule, are completely incompatible with retaliation against others. Phi Sigma Kappa expects that there be no retaliation against any individual – members and non-members – for reporting, inquiring, or cooperating with a report concerning a violation of the Risk Management Policy of Phi Sigma Kappa.

Retaliation is any action, statement, or behavior that is designed to punish an individual for filing a compliance report, cooperating with a compliance investigation, seeking guidance regarding a compliance concern, or to deter one from taking such action.

## **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.