



# PHI KAPPA PSI RISK MANAGEMENT POLICIES

The Risk Management Policies of Phi Kappa Psi include the provisions which follow and shall apply to all levels of fraternity membership.

## 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 reasonably associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.

2. No alcoholic beverages may be purchased through or with 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 or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.

3. Open parties, meaning those with unrestricted access by nonmembers of the fraternity, without specific invitation, where alcohol is present, are prohibited.

4. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).

5. The possession, sale or use of any illegal drugs or controlled substances while on chapter premises or during a fraternity event or at any event that an observer would reasonably associate with the fraternity is strictly prohibited.

5a. The use of marijuana in a Phi Kappa Psi chapter facility or at a fraternity event is a violation of the Phi Kappa Psi Risk Management Policies regardless of state laws which may exist.

6. No chapter may cosponsor an event with an alcohol distributor or tavern (tavern defined

as an establishment generating more than half of annual gross sales from alcohol) at which 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 purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or cosponsored with a charitable organization if the event is held within the provisions of this policy.

7. No chapter may cosponsor, cofinance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.

8. All recruitment or rush activities associated with any chapter will be non alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.

9. No member or pledge, associate/new member or novice 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.

10. No alcohol shall be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "big brother - little brother" events or activities, "big sister - little sister" events or activities, "family" events or activities and initiation.

11. Phi Kappa Psi Fraternity prohibits the use and/or implementation of chapter run designated driver programs.

12. The fraternity prohibits any form of fighting or physically abusive behavior while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event a reasonable observer would associate with the fraternity.

13. The use of self-constructed pools, bodies of water, slip-and-slides, or similar features on chapter premises or at any event a reasonable observer would associate with the fraternity is prohibited.

## HAZING

No chapter, colony, student or alumnus 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.

## SEXUAL ABUSE AND 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, including but not limited to verbal harassment, sexual assault by individuals or 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 post by common phones and in other locations emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.

3. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.

4. The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house or during a fraternity event or in any situation sponsored or endorsed by the chapter is prohibited.

5. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.

6. Phi Kappa Psi Fraternity prohibits animals within the chapter facility and at all chapter events. This is to include both chapter owned pets as well as pets belonging to individual members living with a chapter facility.

7. Phi Kappa Psi Fraternity prohibits the use of hookahs or similar products within the fraternity structure or at an event held by the fraternity.

## EDUCATION

All undergraduate brothers and new members shall be instructed annually on the Risk Management Policies of Phi Kappa Psi Fraternity. A copy of the Risk Management Policies is also available on the fraternity's website.

# PHI KAPPA PSI RISK MANAGEMENT PROGRAM OFFICER EDUCATION FORM

FOR THE \_\_\_\_\_ CHAPTER

By our signatures below, we confirm that we have received a copy of the Risk Management Policies of Phi Kappa Psi. We understand that, as chapter officers, our decisions and programs may have a direct impact on risks to the chapter and its members and guests.

We recognize that, should we violate the law or the Risk Management Policies of Phi Kappa Psi, we may be denied coverage under the liability policy of the Fraternity, should our violations result in accident, injury or claim against the chapter or Fraternity.

**Chapter President**

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Signature

Printed Name

**Chapter Vice President**

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Signature

Printed Name

**Chapter Treasurer**

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Signature

Printed Name

**Chapter Membership Recruitment Chairman**

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Signature

Printed Name

**Chapter Social Chairman**

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Signature

Printed Name

**Chapter Fraternity Education Chairman**

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Signature

Printed Name

**Chapter Advisor**

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Signature

Printed Name

Please distribute copies of the Risk Management Policies to the above officers, have them sign the form in the appropriate spot and submit this form by the appointed deadlines. Forms should be uploaded to Phi Psi Officer Portal utilizing the Accreditation Semi-Annual Report Form. The deadlines for submission are both September 30 and January 30.