



## RISK MANAGEMENT POLICIES

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

### ALCOHOL AND DRUGS

1. The chapter, members and guests must comply with all federal, state, provincial, and local laws. No person under the legal drinking age may possess, consume, provide, or be provided alcoholic beverages.
2. Liquor may only be present in a chapter house or at a chapter event (at an insured non-residential location) when served by a licensed and insured third party vendor. The presence of liquor is not permitted in private living quarters or common spaces in the chapter facility at any other time.
3. Alcoholic beverages must not be purchased with chapter funds or pooled by members or guests (e.g. admission fees, cover fees, collecting funds through digital apps, etc.).
4. Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio and must not exceed local fire or building code capacity of the chapter premises or host venue.
5. Alcoholic beverages must 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.
6. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).
7. The chapter, members and guests must 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 chapter premises or at any activity or event sponsored by the chapter.
8. A chapter must 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 to host a chapter event.

9. A chapter must 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.
10. The chapter, members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.
11. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to "bid night", "big/little" event or activities, "family" events or activities, and any ritual or ceremony.
12. Phi Kappa Psi Fraternity prohibits the use and/or implementation of chapter run designated driver programs.
13. The Fraternity prohibits any form of fighting or physically abusive behavior in any activity or event sponsored or endorsed by the chapter, including those that occur on or off chapter premises.
14. 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 or 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.

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

5. Phi Kappa Psi 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.
6. 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. A copy of the Risk Management Policies is also available on the Fraternity's website.

*This policy was last updated August 2024.*