



## **RISK MANAGEMENT POLICIES OF SIGMA PHI EPSILON FRATERNITY**

Sigma Phi Epsilon cares about the safety and well being of its members. Members of SigEp take a ritual oath to exhibit respect, care and concern for themselves and others. Fulfilling this oath ensures all members have a rich and meaningful SigEp experience.

SigEp is committed to eliminating risky behaviors associated with alcohol and drug use, hazing, sexual abuse and physical assault and has adopted the following risk management policies. These policies apply to all Fraternity entities and all levels of Fraternity membership.

Failure to comply with these policies signifies a conscious decision to forfeit insurance coverage and can result in individual and chapter disciplinary action, including charter revocation. All members and volunteers should review the following policies carefully. In the event policies conflict, the stricter policy always prevails.

### **Alcohol and Drugs**

1. The possession and/or use of alcoholic beverages while participating in any Fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the Fraternity must comply with all campus regulations; city, county, state, and federal laws; and must comply with all of SigEp's Risk Management policies and supplemental policies for BYOB or third-party vendor events.
2. No alcoholic beverages may be purchased with chapter funds, nor may the purchase of alcoholic beverages for members or guests be undertaken or coordinated by any member in the name of, or on behalf of the chapter. Pooling of funds, "passing the hat," or maintaining "slush funds" is not permitted. The purchase and/or use of a bulk quantity or common source(s) of alcoholic beverages (e.g., kegs, case(s) of beer/wine) is prohibited.
3. No Fraternity members, individually or collectively, shall purchase for, serve, or sell alcoholic beverages to any minor (e.g., those under the legal drinking age).
4. No chapter can associate the Fraternity's name with any event sponsored by an alcohol distributor, charitable organization, or tavern (tavern is 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.
5. No chapter can co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups, or organizations.
6. No alcohol may be present at any event associated with Fraternity recruitment.

7. No alcohol may be present at any “open event” where there is unrestricted access by non-members of the Fraternity.
8. No member shall permit, encourage or participate in “drinking games.” Drinking games include but are 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.
9. No alcohol is allowed at any member development activity or Ritual ceremony. This includes but is not limited to activities associated with “bid night,” “big brother – little brother” events or activities, Ritual Rites of Passage and initiation.
10. The possession, sale or use of illegal drugs or controlled substances, including prescription drugs obtained without a prescription, is strictly prohibited.

### **Hazing**

No member or chapter shall engage in, tolerate or condone any act of hazing involving any member or non-member of the Fraternity. Condoning includes both willful participation and failure to report hazing. Acts of hazing are defined as:

"Any action taken or situation created, 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; morally degrading or humiliating games and activities; late work sessions which interfere with scholastic activities; and any other activities which are not consistent with fraternal law or ritual, the regulations and policies of the educational institution or applicable local, state, or federal law. Permission or approval by a person being hazed is not a defense."

### **Sexual Assault and Abuse**

No member or chapter shall engage in, tolerate or condone any form of sexist or sexually abusive behavior, be it physical, mental, or emotional in nature. This includes any actions that are demeaning to women or men including, but not limited to verbal or physical harassment and sexual assault by individuals or members acting together.

No members or chapter shall encourage, support or participate in any action that demeans, belittles, or damages, in any manner, another person. The employment or use of strippers, exotic dancers or similar, at a fraternity event is prohibited.

## **Physical Assault and Abuse**

No member or chapter shall engage in, tolerate or condone any form of fighting or physically abusive behavior.

## **Fire, Health and Safety**

1. Members and chapters must comply with all local fire and health codes.
2. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as the Rites of Passages as outlined in The Ritual and Guide of Sigma Phi Epsilon and the Public Ceremonies of Sigma Phi Epsilon Fraternity. Additionally, the chapter *may* host events with fire pits and grills but will need to secure Special Event coverage if hosting events with bonfires. Please contact Risk Management Director Kathy Johnston to learn more.
3. The use of self – constructed pools, ponds, towers, slip and slides, rope bridges or similar structures is strictly prohibited on Fraternity property, at any Fraternity event or at any event an observer would associate with the Fraternity. Additionally, the use of any form of slip and slide, even if it is has been rented and/or is being supervised by a third party vendor, is strictly prohibited and all claims will not be covered.
4. The possession and/or use of firearms or explosive devices on chapter premises are expressly forbidden.
5. Members (both undergraduate and alumni) operating rental vehicles or non-owned vehicles (which are not owned by the driver) for transportation to and from Fraternity events or programs will not be covered under SigEp’s General Liability insurance policy.

## **Liability Insurance Coverage**

Individuals in violation of the Risk Management Policies of Sigma Phi Epsilon; those acting outside of the scope of their membership duties; and/or those in violation of federal, state, county, city, local or institutional laws and regulations may void their protection under the Fraternity’s insurance program. These individuals will be personally liable and must retain their own attorneys for their defense. Additionally, their actions may jeopardize other members, individuals and/or other entities protected by SigEp’s General Liability Insurance Policy.

The National Board of Directors is authorized to amend or modify these policies in order to meet the contractual needs of the Fraternity’s insurance policy.