



## **SIGMA PHI EPSILON'S PHILOSOPHY ON MEMBERS AND SAFETY**

*Sigma Phi Epsilon takes brotherly love seriously! We care about the safety and well-being of our brothers and our friends. Members of SigEp take an 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, and sexual misconduct and physical assault, and has adopted the following risk management policy.*

*Failure to comply with this policy may result in individual and chapter disciplinary action, including charter revocation. All members and volunteers should review this policy carefully.*

## **SIGMA PHI EPSILON FRATERNITY RISK MANAGEMENT POLICY**

This policy applies to all Sigma Phi Epsilon Fraternity (SigEp) entities and all levels of SigEp Fraternity membership.

In the event this policy conflicts with campus policy or laws, the strictest policy always prevails.

Chapters and alumni and volunteer corporations (AVCs) must follow this policy during any activity or event sponsored or endorsed by the chapter or AVC, whether occurring on or off premises.

### **ALCOHOL AND DRUGS**

Chapters, AVCs and their members must comply with all federal, state and local laws relating to alcohol and drugs.

- (1) Chapters may not host events where alcohol is present on chapter premises.
- (2) The AVC may host a limited number of events where alcohol is present on chapter premises in accordance with SigEp's substance-free policy, as adopted at the 2017 Grand Chapter Conclave.
- (3) Each chapter, AVC, member and guest must comply with all federal, state and local laws. No person under the legal drinking age may possess, consume, provide, sell or be provided alcoholic beverages.

- (4) Each chapter, AVC, member and guest 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 or endorsed by the chapter or AVC.
- (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.

Chapters or AVCs using these options must be in compliance with this Risk Management Policy as well as supplemental policies or laws governing BYOB and third-party vendor events.

- (6) Common sources of alcohol, including bulk quantities that are not being served by a licensed and insured third-party vendor, are prohibited.
- (7) Alcoholic beverages must not be purchased with chapter or AVC funds or funds pooled by members or guests (e.g., admission fees, cover fees, funds collected through digital apps, etc.).
- (8) Chapters and AVCs 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, illegal drugs or controlled substances.
- (9) Chapters and AVCs must not co-host or co-sponsor an event with a bar, event promoter or alcohol distributor; however, a chapter or AVC may rent a bar or restaurant, or hire a licensed and insured third-party vendor to host a chapter event.
- (10) Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter must utilize a guest list. Attendance at events with alcohol is limited to a guest-to-member ratio not to exceed 2:1 and must not exceed local fire or building code capacity of the host venue.
- (11) Any event or activity related to the new member joining process (e.g., year-round recruitment, formal 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 admission into the chapter, including but not limited to “bid night,” “Big/Little” events or activities, “family” events or activities, and any ritual or ceremony.
- (12) No chapter, AVC, member or guest can permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

## **HAZING**

Chapters, AVCs and their members must comply with all federal, state, and local laws relating to hazing.

The term “hazing” generally 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 chapter property, for the purpose of recruiting, joining, pledging, initiating, admitting or affiliating, or for the purpose of retaining membership in an organization that causes an individual or group of individuals to do, by way of example, any of the following, regardless of a person’s willingness to participate:

- Be coerced to violate federal, state, provincial or local law, or SigEp policy.
- Be coerced to consume any food, liquid, alcoholic beverage, drug or other substance in any non-customary manner that subjects the individual or group of individuals to a substantial risk of emotional or physical harm, including but not limited to sickness, vomiting, intoxication or unconsciousness.
- Endure brutality of a physical nature, including but not limited to whipping, beating, paddling, branding, dangerous physical activity, fight nights or exposure to elements, or endure threats of such conduct that results in mental or physical harm.
- 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 threats of such conduct that could result in mental or physical harm.
- Endure any other activity that 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**

Chapters, AVCs and their members must comply with all federal, state, and local laws relating to sexual misconduct. This includes, but is not limited to, definitions around consent, 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 as described in this policy is prohibited.

## **ASSAULT AND BATTERY**

Chapters, AVCs and their members must comply with all federal, state, and local laws relating to assault and battery. This includes but is not limited to, simple assault, aggravated assault and battery, sexual assault, domestic violence, and aggravated assault.

## **FIRE, HEALTH AND SAFETY**

Chapters, AVCs and their members must comply with all federal, state, and local laws and campus policies relating to the possession of firearms or explosive or incendiary devices. Firearms or explosive or incendiary devices are prohibited from the chapter facility and at all Fraternity activities or events.

The use of self-constructed pools, ponds, towers, slip and slides, rope bridges, or similar structures is strictly prohibited on chapter premises or at any chapter activity or event sponsored or endorsed by a chapter or AVC.

## **RENTED OR NON-OWNED VEHICLES**

Chapters, AVCs and their members must not operate rented or non-owned vehicles for transportation to and from SigEp events, or use similar at SigEp events. This includes large vans, box trucks and recreational vehicles. This policy also extends to the use of watercraft.

## **RETALIATION**

Chapters, AVCs and their members are prohibited from retaliation against any individual – members and non-members – for reporting, inquiring or cooperating with a report around a violation of SigEp's Risk Management Policy.

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

## **POLICY DISTRIBUTION AND LIABILITY INSURANCE COVERAGE**

New members joining SigEp will be provided a copy of the risk management policy and will be asked to review them as they begin their SigEp experience. SigEp will use its best efforts to distribute these policies to all officers and undergraduate members on an annual basis.

Individuals in violation of SigEp's Risk Management Policy; those acting outside the scope of their membership duties; and/or those in violation of federal, state, provincial, or local laws and regulations may jeopardize their protection under SigEp's insurance program. These individuals may be personally liable and may be required to retain their own attorneys for their defense in the event of litigation.

The National Board of Directors reserves the right to modify these policies at its discretion.

## **HOW TO REPORT A VIOLATION OF THE SIGEP RISK MANAGEMENT POLICY**

If anyone's safety is in danger, or in the case of an emergency, always call 911 or campus or local police first.

If reporting a violation that is not an immediate safety issue, contact the chapter president or chapter counselor. You can also report concerns to the fraternity and sorority life office or to SigEp Headquarters at 804.353.1901. (If during business hours press 0. If after business hours, press 1.)