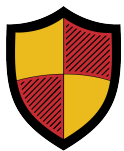
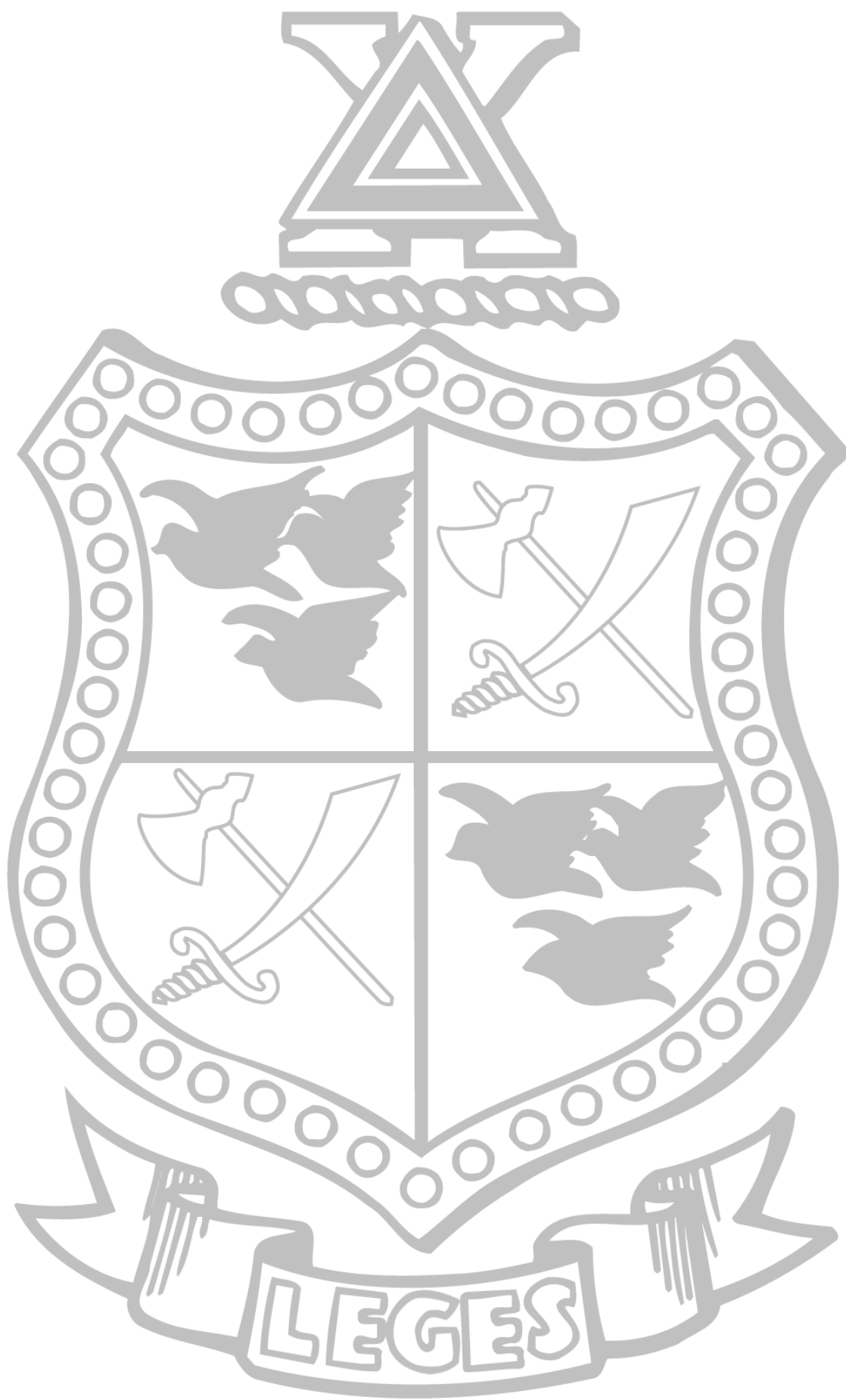




# “F” TALKS FACILITATOR GUIDE



**DELTA CHI**  
FRATERNITY



# "F" TALKS OVERVIEW

Week	Topic
<b>Week 1</b>	■ Values-Based Approach to Health & Wellness
<b>Week 2</b>	■ Delta Chi Risk Management Policies
<b>Week 3</b>	■ Exploring the Hazing Continuum *
<b>Week 4</b>	■ On-Campus Resources for Mental Health *
<b>Week 5</b>	■ Consent and Sexual Assault Awareness *
<b>Week 6</b>	■ Alcohol Management at Events
<b>Week 7</b>	■ Emergency Management Plan
<b>Week 8</b>	■ Bystander Intervention *

\* - Topics that can be substituted are indicated with an asterisk.

## ADDITIONAL "F" TOPICS

- 1 Alcohol Misuse:**
  - Review drinking games, underage drinking, pub crawls, socials, bulk buying
  - How to deal with an intoxicated member
  - Planning alcohol free socials
  - Alcohol usage in chapter facilities
- 2 Illegal Drug Use:**
  - Signs of drug addiction
  - Guide to club drugs
  - Identifying a member's substance abuse problem
  - Criminality of purchasing illegal drugs
- 3 Sexual Assault, Abuse and Harassment:**
  - Sexual assault, abuse and harassment
  - Sexist remarks and attitudes
  - Personal safety tips
  - Dealing with sexually transmitted diseases
- 4 Hazing Prevention:**
  - Hazing policies (local, state and federal)
  - Myths and facts about hazing
  - Why hazing doesn't work and alternatives to hazing
- 5 Mental Health**
  - Masculinity
  - Eating Disorders
  - Anxiety and Mood Disorders

## "F" TALKS ○ OVERVIEW

6

### House Security & Fire Safety:

- Fire prevention methods & fire drill procedures
- Proper use of a fire extinguisher
- House security, alarms, lighting safety

7

### Party Accidents or Death:

- Potential accidents/Safety risks at parties
- How to help a member in physical trouble
- Recognizing alcohol poisoning
- Emergency first aid
- Ways to have a safe spring break trip

8

### Ethics, Morality and Criminal Acts:

- Defining criminality
- Code of ethics
- The meaning of morality in the 21st century
- Cheating in academics

9

### Personal Health:

- Risks of being overweight
- Guideline to healthy eating in college
- Facts about smoking tobacco
- Negative health effects of smoking pot, even if it's legal
- Signs of prescription drug use
- First Aid for beginners

10

### Diversity & Inclusion

- Bias, oppression, and microaggressions
- Effects of ISM's (Racism, Sexism, etc.)

► Notes

# VALUES-BASED APPROACH TO HEALTH AND WELLNESS

Section Time: 30 minutes



## **FACILITATOR TALKING POINT (2 MIN)**

- Our values are at the core of what we do and why exist. They are what make us relevant on our campuses, and within society. Upholding the values, standards, and expectations of our fraternity is a part of being a good member.
- Delta Chi has four main values that are reflected in our preamble – does anyone know the four values?
- Share the four values of Delta Chi (Promote Friendship, Develop Character Advance Justice, Assist in the Acquisition of a Sound Education)



## **FACILITATOR TALKING POINT (2 MIN)**

- Verbalizing our values allows us to recognize their importance and continuously allow us to reflect on their meaning. Our values are more than just words, they are formulated in a way of action.
- In line with this way of thinking, Delta Chi has a values-based approach to Health and Wellness. We are going to go through these 10 approaches as a group and discuss their importance to the fraternity.



## **ACTIVITY INSTRUCTIONS (10 MIN)**

- Discuss the 10 approaches by following the PowerPoint.



## **ACTIVITY INSTRUCTIONS (12 MIN)**

- Ask the participants to form groups (no more than three) and choose one of the ten approaches. The facilitator should make sure that no group has chosen the same approach.
- They should discuss how that approach promotes friendship, develops character, advances justice, and assists in the acquisition of a sound education.
- The facilitator should ask a few groups to share.



## **CLOSING (4 MIN)**

- Remind participants that our values are the foundation of Delta Chi. Share that there are policies that align with these approaches, that will be discussed during the next "F" Talk.
- Facilitator should close out the session by providing phone numbers and campus locations of police, fire, and paramedic services.

► Notes

# EXPLORING THE HAZING CONTINUUM

Section Time: 35 minutes



## **FACILITATOR TALKING POINT (1 MIN)**

- There are many definitions of hazing (campus, international fraternity, state, federal, etc.) The definition of hazing has and will continue to change. Delta Chi defines hazing as "Any action taken, or situation created, intentionally, where on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule."
- Policy can also be found in the Delta Chi Risk Management Policies document on page one.



## **FACILITATOR TALKING POINT (4 MIN)**

- Harassment can be defined as a course of action which annoys, threatens, intimidates, alarms, or put another person in fear of their safety.
- Examples of this are verbal abuse, threats or implied threats, or sleep deprivation or displacement.
- This includes asking members to wear embarrassing attire or attire that they are not comfortable with, skit nights with degrading or humiliating acts, or line-ups with quizzing.



## **DEBRIEF (3 MIN)**

- What are some words or phrases that stick out to you? Why?
- What are your initial reactions to the policy?



## **FACILITATOR TALKING POINT (4 MIN)**

- Violent hazing refers to behavior that have the potential to cause physical, emotional, and/or psychological harm.
- Examples of this are kidnapping, beating, paddling, or other forms of assault.
- This includes forced consumption of substances, bondage, branding, or being confined in a room for an extended period of time.



## **FACILITATOR TALKING POINT (1 MIN)**

- Hazing is multifaceted and very complex. Not all hazing looks or feels the same way. Rather than a list of things that are hazing and things that are not hazing, the fraternity looks at it as a continuum.
- We are now going to discuss three categories of hazing: subtle hazing, harassment, and violent hazing.



## **ACTIVITY INSTRUCTIONS (4 MIN)**

- Facilitator should discuss the graphic on the PPT slide and use the "Facilitator Talking Point" listed below as reference.



## **FACILITATOR TALKING POINT (4 MIN)**

- Subtle hazing refers to behavior that emphasizes a power imbalance between members of a group. These types of hazing are often taken for granted or accepted as "harmless" or meaningless, which is where the term "subtle" comes from.
- Examples of can be expecting certain items to always be in one's possession (i.e. Cornerstone), socially isolating members.
- This includes using demeaning names, assigning demerits (i.e. clean the house if you can't name the founders), and deception, which includes silent periods with implied threats for violations (i.e. talking to people during initiation week will result in you not getting initiated).



## **FACILITATOR TALKING POINT (3 MIN)**

- These three themes make up a continuum of hazing in which the recognition and frequency change. For example, Subtle Hazing has low recognition but happens more often than harassment or violent hazing. Subsequently, violent hazing is easily recognizable but tends to happen less that subtle forms of hazing or harassment.



## **ACTIVITY INSTRUCTIONS (5 MIN)**

- Facilitator should go through the examples on the PPT slides and ask participants if the example is subtle hazing, harassment, or violent hazing.

Continued on next page.



# EXPLORING THE HAZING CONTINUUM

- Correct answers will appear on the PPT by advancing to the next slide.
- Examples listed in the PPT are:
  - Kevin tapes a fifth of Jack Daniels to David's hands for a game, and forces him to drink it before he can go to the Tailgate (Violent Hazing)
  - Active members require Associate Members to participate in a skit for sorority members that includes crude humor (Harassment)
  - Associate Members are lined up shoulder to shoulder and expected to recite information about Delta Chi's history when called upon (Subtle Hazing)
  - Associate Member Aaron is forced to carry Pete's books for class (Harassment)
  - Charles expects the Associate Member class to steal a sign from a neighboring fraternity (Violent Hazing)
  - The Associate Members are not told when they are being initiated (Subtle Hazing)

## ► Notes



### **CLOSING (4 MIN)**

- Remind participants that they can report a hazing incident or a suspected incident (that is not immediately putting someone in danger) by contacting the Delta Chi International Headquarters via phone or email. The report can be anonymous, and the headquarters staff are bound to confidentially.
- Facilitator should close out the session by providing any on-campus resources that are related to this topic.

# ON-CAMPUS RESOURCES FOR MENTAL HEALTH

*Time allotted for this will vary based on the presenter.*

A Mental Health Professional should discuss this topic with Associate Members, as opposed to the "F". You should reach out to a trained professional on your campus or within the local community. This could include a professional in the Health Center, Wellness Office, University Counselor, or a mental health expert in close proximity (on or off campus). Mental health is a multifaceted topic. When reaching out to secure a content expert, consider providing the points listed below to help drive the content they will cover:

- Symptoms of depression/how to recognize it in others
- Habits that impact mental health
- How can I help myself if I struggle with my mental health?
- How can I help a brother or they struggle with their mental health?
- What should we do in a mental health emergency?
- What resources are available on the campus (If not already discussed via previous prompts)

► Notes



# RISK MANAGEMENT POLICIES

Section Time: 30 minutes



## **FACILITATOR TALKING POINT (2 MIN)**

- The Risk Management Policies are a way for our chapter/colony to tangibly outline what is acceptable; they define our culture.
- All chapters/colonies, entities of the Fraternity and levels of membership are held to the same standard and expected to abide by these policies.
- We will now discuss the Delta Chi Risk Management Policies, which include policies on alcohol and drugs, hazing, sexual abuse and harassment, gambling, and safety.



## **CLOSING (3 MIN)**

- Remind participants that they are expected to abide by these policies at all times. The policies are 'how' we do what we do and are expected to be at the forefront of our operations as a chapter/colony.
- Facilitator should close out the session by providing relevant campus or community resources.



## **ACTIVITY INSTRUCTIONS (20 MIN)**

- Use to PPT to go through the 10 policies related to alcohol and drugs (found on page one of the Delta Chi Risk Management Policies document).
- Briefly go over the definition of hazing, as stated in the policies document. Let participants know that this will be a topic of another "F" talk, where you will go over hazing more in-depth.
- Discuss sections III, IV, V, and VI of the risk management policies.
- Using the PPT, go over the Good Samaritan Policy as it relates to both individuals and the chapter/colony.
- FACILITATOR NOTE: If the chapter/colony has additional risk management policies that are mandated by the university, the Interfraternity Council, and/or the Fraternity and Sorority Life Office, those should also be discussed at this time.

## ► Notes



## **FACILITATOR TALKING POINT (5 MIN)**

- Discuss how you hold members accountable to these policies. This should include any judicial board proceedings that may come from not following the policies and any other repercussions.
- If you discussed any additional campus policies, you should discuss how the chapter/colony is held accountable if those policies are violated.

# CONSENT & SEXUAL VIOLENCE PREVENTION

*Time allotted for this will vary based on the presenter.*

A trained professional should discuss this topic with Associate Members, as opposed to the "F". You should reach out to someone on your campus or within the local community. This could include a professional in the Title IX office, the Dean of Students Office, a Sexual Assault Advocacy/Prevention Center, or an expert in close proximity (on or off campus). Sexual violence and consent are both in-depth and sensitive topics. When reaching out to secure a content expert, consider providing the following points to help drive the content they will cover:

- Definitions of sexual violence and prevention
- What role does alcohol play in sexual assault and consent
- Ways to give and receive consent
- How to report sexual violence (assault, abuse, etc.)
- Resources for survivors of sexual violence
- What resources are available on the campus (If not already discussed via previous prompts)

► Notes

# ALCOHOL MANAGEMENT AT EVENTS

Section Time: 35 minutes



## **FACILITATOR TALKING POINT (2 MIN)**

- On April 30, 1922, Delta Chi became a social fraternity, eliminating the requirement for members to be studying law; this opened membership to all areas of study. Delta Chi is referred to a social fraternity because it helps prepare members for life in society.
- With this, comes many privileges, such as participation in member events.
- We are going to discuss what constitutes a chapter/colony event, and the different types of events that are allowed.



## **ACTIVITY INSTRUCTIONS (4 MIN)**

- Facilitator should ask participants what constitutes a chapter/colony event.
- Facilitator should go through questions on the PPT (also listed below).
  - Is the event listed and/or advertised on the chapter/colony website or social media?
  - Is the event listed on chapter calendar (on/off line)?
  - Will event be announced at chapter meeting? GroupMe/Group text?
  - Will any chapter officers be present?
  - Do online invitations/guestlists refer to your chapter/colony?
  - Would a reasonable observer say it was your event? (i.e. Your Greek Advisor, an employee of the university, a neighbor/community member, your parent/guardian).



## **FACILITATOR TALKING POINT (1 MIN)**

- Once we have identified that the event is a Delta Chi event, it should be categorized as one of three event types: an event without alcohol, a BYOB event, or a 3rd Party Vendor Event.
- We will now discuss the three types of events in more detail.



## **ACTIVITY INSTRUCTIONS (4 MIN)**

- Facilitator should use the PPT to discuss the three event types in detail. Use the information below for reference.
- Without Alcohol
- BYOB: Guests bring their own beverages that they check at the "bar" area; one beverage at a time.

- 3rd Party Vendor: Contract with a 3rd party to provide beverage service to 21+ attendees are able to purchase individual drinks



## **FACILITATOR TALKING POINT (1 MIN)**

- Two of our event types permit the consumption of alcohol of members and guests who are of legal drinking age.
- While Delta Chi allows alcohol at events, we do have some provisions related to the type and quantity allowed. We are now going to discuss the do's and don'ts of alcohol at our events.



## **ACTIVITY INSTRUCTIONS (10 MIN)**

- Facilitator should use PPT to discuss the types of alcohol that are allowed at BYOB events and Third-Party events.
- Facilitator should remind participants of less than 15% ABV policy, located in the Delta Chi Risk Management Policies document that was discussed in a previous "F" Talk.
- FACILITATOR NOTE: The alcohol content in beer, wine, and malt beverages is below 15% ABV. However, hard alcohol or spirits are above 15% ABV (30 proof). Most of the severe injuries and deaths in fraternities involve the use of "hard alcohol", which is why it is prohibited.
  - While alcohol is allowed at these events, you should avoid glass bottles, water bottles, pitchers, tumblers, flasks and other outside containers because their contents are difficult to identify.
  - Kegs and other common source alcohol are to be avoided. Rapid consumption of alcohol, including shots, drinking games, and beer bongs should be excluded from Delta Chi events.



## **FACILITATOR TALKING POINT (1 MIN)**

- When alcohol is present at our events, it is important that we recognize signs of overconsumption and when/how to seek help from others.

Continued on next page



# ALCOHOL MANAGEMENT AT EVENTS



## **ACTIVITY INSTRUCTIONS (5 MIN)**

- Facilitator should discuss the ABC method outlined in the PPT. For reference, the ABC method consists of **A**lertness, **B**reathing, and **C**olor.
- Facilitator should go through the "Do's" and "Don'ts" with regard to alcohol consumption; specifics are listed in the PPT.



## **FACILITATOR TALKING POINT (5 MIN)**

- Facilitator should revisit the Good Samaritan Policy (located in the Delta Chi Risk Management Policies document on page two).
- FACILITATOR NOTE: If the university has a Good Samaritan Policy and/or Amnesty Policy, it should be shared at this time.



## **CLOSING (2 MIN)**

- Facilitator should close out the session by providing any on-campus resources that are related to this topic.

► Notes

# EMERGENCY MANAGEMENT PLAN

*Section Time: 20 minutes*



## **FACILITATOR TALKING POINT (2 MIN)**

- This Emergency Management Plan has been created to help chapters/colonies when an emergency occurs. No one can predict when such an event will happen. When something does happen though, it is easy to make an already bad situation worse, especially when time is short, and emotions are high.
- Delta Chi cares about its members, associate members, and guests. By following the procedures outlined in the following procedure and adhering to the Risk Management Policy of Delta Chi, our chapters/colonies can reduce the risk of a regrettable incident by being prepared and informed.



## **ACTIVITY (15 MIN)**

- Facilitator should go over the Emergency Management Plan using the PPT and answer any questions.



## **CLOSING (3 MIN)**

- Facilitator should close out the session by providing any on-campus resources that are related to this topic.

► Notes

# BYSTANDER INTERVENTION

Section Time: 35 minutes



## **FACILITATOR TALKING POINT (1 MIN)**

- Ask participants what the Bystander Effect is.
- The Bystander Effect is a social phenomenon that refers to situations in which individuals do not offer help to a victim when other people are present. The greater the number of bystanders, the less likely it is that any one of them will help.



## **ACTIVITY (2 MIN)**

Below is a video (2 minutes, 9 seconds) that outlines to bystander effects.

[https://www.youtube.com/watch?time\\_continue=2&v=wW2xsZD-zBM](https://www.youtube.com/watch?time_continue=2&v=wW2xsZD-zBM)



## **DEBRIEF (5 MIN)**

- What are some initial reactions to the video?
- From your perspective, why is it that groups of bystanders don't help someone in need?



## **FACILITATOR TALKING POINT (5 MIN)**

- We have spent some time talking about the Bystander Effect and how it plays out in everyday life. In order to combat the Bystander Effect, we must intervene. In order to intervene, first someone has to:

- 1) Notice the Incident: Bystanders first must notice the incident taking place. It's important to become attune to what situations may be risky; i.e., if you're at a party, and you see someone stumbling as they're being led into a different room, this is a risky situation.
- 2) Interpret the incident as important: By "important," we mean a situation where there is immediate risk or risk occurring in the near future.
- 3) Assume responsibility for intervening: It has been found that often, people believe that someone else will help in a situation where there are many people around. However, it is important to realize that others may also be thinking the same thing. If you're unsure if you should do something, ask a friend what they think -- it might be the case that they've been thinking the same thing.
- 4) Use an appropriate intervention technique: There are a number of different techniques that someone

can use to intervene in a risky situation, some of which we will discuss in the next section.



## **FACILITATOR NOTE (1 MIN)**

- Now that we have discussed what someone needs to consider before intervening, we are going to talk about techniques. There are "4 D's" of Bystander Intervention: Direct, Distract, Delegate, and Delay; we are going to go over each one more in-depth and provide examples of how you can execute them.
- Please remember that your safety is of the utmost importance. When a situation that threatens physical harm to yourself or another student, ask someone for help or contact Campus Police.



## **FACILITATOR TALKING POINT 1 (2 MIN)**

- Direct: Step in and address the situation directly. This might look like saying, "That's not cool. Please stop." or "Hey, leave them alone."
- This technique tends to work better when the person that you're trying to stop is someone that knows and trusts you. It does not work well when drugs or alcohol are being used because someone's ability to have a conversation with you about what is going on may be impaired, and they are more likely to become defensive.
- Get someone to help you if you see something – enlist a friend, RA, bartender, or host to help step in.



## **FACILITATOR TALKING POINT 2 (2 MIN)**

- Distract: Distract either person in the situation to intervene. This might look like saying, "Hey, aren't you in my Spanish class?" or "Who wants to go get pizza?"
- This technique is especially useful when drugs or alcohol are being used because people under the influence are more easily distracted than those that are sober.

Continued on next page



# BYSTANDER INTERVENTION



## **FACILITATOR TALKING POINT 3 (2 MIN)**

- Delegate: Find others who can help you to intervene in the situation. This might look like asking a friend to distract one person in the situation while you distract the other ("splitting" or "defensive split"), asking someone to go sit with them and talk, or going and starting a dance party right in the middle of their conversation.
- If you didn't know either person in the situation, you could also ask around to see if someone else does and check in with them. See if they can go talk to their friend, text their friend to check in, or intervene.



## **ACTIVITY (2 MIN)**

Invite associate members to write about a time they witnessed a difficult situation and/or heard about one and remained silent. What prevented them from intervening? In retrospect, what could they have done at the time?



## **CLOSING (6 MIN)**

Facilitator should close out the session by providing any on-campus resources that are related to this topic.



## **FACILITATOR TALKING POINT 4 (2 MIN)**

- Delay: For many reasons, you may not be able to do something right in the moment. For example, if you're feeling unsafe or if you're unsure whether or not someone in the situation is feeling unsafe, you may just want to check in with the person.
- In this case, you can combine a distraction technique by asking the person to use the bathroom with you or go get a drink with you to separate them from the person that they are talking with.
- Then, this might look like asking them, "Are you okay?" or "How can I help you get out of this situation?" This could also look like texting the person, either in the situation or after you see them leave and asking, "Are you okay?" or "Do you need help?"



## **DEBRIEF (4 MIN)**

- What are your initial reactions to these techniques?
- Are they realistic? Have you seen them be successful?



## **FACILITATOR NOTE (1 MIN)**

We are now going to spend some time reflecting on a situation in our lives where we were the bystander and how we could have reacted differently. This activity is meant to be reflective and will not be shared with anyone.

► Notes

# APPENDIX

# RISK MANAGEMENT POLICIES

The Risk Management Policy of the Delta Chi Fraternity includes the provisions that follow and shall apply to all Fraternity entities and all levels of Fraternity membership.

## I. ALCOHOL AND DRUGS

- D)** The presence, consumption and use of any alcohol product containing more than 15% alcohol by volume (ABV) is prohibited at any chapter facility or chapter event, except when served by a licensed and insured third party vendor. The presence, possession or consumption of an alcohol product below 15% ABV at a chapter facility or chapter event shall be in compliance with all of the provisions of this Policy and all applicable laws of the state, province, county, city and institution of higher learning.
- II)** No alcoholic beverages shall be purchased through or with chapter funds nor shall 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.
- III)** SOCIAL EVENTS, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, are prohibited. Any event with alcohol present that can be associated with the fraternity requires a guest list prepared 24 (twenty four) hours in advance of the event submitted to the Chapter "F" and Social Chairman, and must comply with either the Bring Your Own beverage (BYOB) or Third Party Vendor Guidelines as set forth in the Social Event Planning Guide.
- IV)** No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).
- V)** 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 associate with the fraternity is prohibited.
- VI)** No chapter shall co-sponsor an event with an alcohol distributor or any commercial establishment with 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 could be conducted or co-sponsored with a charitable organization if the event is held within the provisions of the organization and college or university policy.
- VII)** No chapter shall co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.
- VIII)** Alcohol or any illegal substance shall be prohibited during any recruitment or rush activities. No recruitment or rush activities associated shall be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.
- IX)** No chapter, colony, member or associate member 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.



## APPENDIX ○ RISK MANAGEMENT POLICIES

- X) No alcohol may be present at any associate member activity, event or; before, during or after the ritual of the fraternity. This includes but is not limited to activities associated with “bid night,” “big brother – little brother” events or activities, “family” events or activities, traditions, ceremonies and initiation.

### II. HAZING

No chapter, colony, member, associate member or alumnus shall conduct, participate in 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.”

### III. SEXUAL ABUSE AND HARASSMENT

- I) The Delta Chi Fraternity does not tolerate or condone sexual harassment, stalking, domestic violence, dating violence, or sexual assault, or sexual violence as defined by Delta Chi Law. 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.
- II) The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event as defined in this policy shall not be allowed

### IV. FIRE, HEALTH, AND SAFETY

- I) All chapter facilities shall meet all local fire and health codes and standards.
- II) All chapters shall post, within common areas, emergency numbers for fire, police and ambulance and will have posted evacuation routes on the back of the door of each sleeping room.
- III) All chapters shall comply with engineering recommendations as reported by the insurance company or municipal authorities.
- IV) FIREARMS AND EXPLOSIVES. No firearms or ammunition, including air-powered weapons, or explosive or incendiary devices, including fireworks, shall be possessed, stored, or used in any chapter facility or at any chapter sponsored event, except as authorized by law enforcement officers.
- V) Candles will not be used in chapter facilities or individual rooms except under controlled circumstances such as initiation.
- VI) No swimming pools, hot tubs, slip and slides or other similar water related activities shall be installed or used at any chapter facility or chapter sponsored event, except that a swimming pool or hot tub that exists at a chapter facility prior to August 1, 2018 may continue to be used.

### V. GAMBLING

Gambling or games of chance in any form whatsoever shall not be permitted in any chapter facility or at any chapter event except as permitted by all applicable laws of the state, province, county, city and institution of higher education.

### VI. EDUCATION

Each chapter and colony shall annually instruct its students and alumni/alumnae in its risk management policies and practices both of the Fraternity and higher education institution. The undergraduates and key volunteers will receive on an annual basis a copy of the organization risk management policy and that a copy of the policy be posted on the organization website.

### VII. GOOD SAMARITAN POLICY

**I) 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 by the Fraternity with respect to the incident. This is the case even if the member who is assisting was a contributing factor to the emergency, so long as the member did not intentionally cause any physical injury. To be eligible for the benefit of this policy the member must fully and truthfully cooperate with any Fraternity investigation regarding the incident. An individual may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

**II) CHAPTER/COLONY:** 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 the level of corrective action imposed for violations of Delta Chi law and this Risk Management Policy. To be eligible for this potential mitigation, the chapter and its leadership must fully and truthfully cooperate with any Fraternity investigation regarding the incident. A chapter may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

► Notes

## APPENDIX

# VALUES-BASED APPROACH TO HEALTH AND WELLNESS

1

Our Fraternity never provides alcohol.

2

When we socialize at a fraternity event, we will follow the law. Alcohol is only allowed as BYOB and under 15% ABV, unless provided by a third-party vendor.

3

We host closed events

4

We will not be the source of alcohol for minors.

5

We are a drug-free fraternity.

6

We will partner and plan with organizations that follow these same rules.

7

We will follow those rules together.

8

There is no alcohol involved in joining Delta Chi

9

Drinking games encourage high-risk consumption and are not welcome at our events

10

Hazing and alcohol are never a part of membership or ceremonies in Delta Chi

# APPENDIX

## CRISIS MANAGEMENT RESPONSE

- 1** Call emergency number(s), usually 9-1-1, so appropriate personnel (police, fire, and ambulance) can respond. Cooperate fully with the needs of any public safety officials seeking to help you or protect your safety.
- 2** The “A” (or officer next in line if the President is not present) takes charge.
- 3** Restrict access to the chapter premises immediately. The officer in charge must have complete control of the situation, and be aware of who is in the area. Permit only your members and appropriate officials to enter.
- 4** Assign one or more responsible members to calmly guard the door.
- 5** Do not tamper with any part of the area involved in the incident, specifically things that might be construed as evidence or areas involved with the incident.
- 6** Notify International Headquarters.
- 7** Notify your “BB” as soon as possible.
- 8** Assemble members in a group (in case of fire, assemble outside, near the street). Remain calm. Explain that there is an emergency but that it is under control. Remind members that only the “A” or “BB” can speak for the Fraternity - members shouldn’t speak to anyone (friends, reporters, parents, the university, etc.) about the crisis.
- 9** Do not discuss details, speculate on events, or otherwise elaborate on the situation - including on social media. Often, litigation follows crisis. Statements made could later be used in court.
- 10** Contact appropriate campus officials.
- 11** Fully cooperate with authorities.
- 12** Fraternity apparel should not be worn during the investigation period.
- 13** Submit all requested information about the incident to IHQ in a timely manner.