

THE DELTA CHI FRATERNITY

RISK MANAGEMENT POLICIES

The Risk Management Policy of The Delta Chi Fraternity includes the provisions that follow and all members are expected to comply. Compliance to the following will likely result in a safer fraternity experience. If any chapter or member chooses not to comply with these policies, the Fraternity may impose sanctions per Delta Chi Law, the By-Laws, Article V, Section 4, 2(h).

I. ALCOHOL AND DRUGS

1. 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 at or 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.

2. 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 bulk quantity or common source(s) of alcoholic beverages is prohibited.

3. No chapter or member(s) at an event that would be associated with the chapter to a reasonable observer may provide alcohol to other member(s) or guests. Alcohol consumed at chapter events must be legally acquired by the individual for individual consumption and is expected to follow all provisions of this policy.

4. SOCIAL EVENTS, meaning those with unrestricted access by non-members of the chapter, without specific invitation, where alcohol is present, are prohibited regardless of the occasion and includes, but is not limited to family and friends of members. Any event with alcohol present that can or will be associated with the chapter to a reasonable observer requires a guest list prepared twenty-four (24) hours in advance of the event and is expected to comply with either the Bring Your Own Beverage (BYOB) or Third-Party Vendor Guidelines as set forth in the Social Event Planning Guide.

5. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any person under the legal drinking age..

6. 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 would be associated with chapter to a reasonable observer is prohibited.

7. 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.

8. No chapter shall co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased or provided by any of the host chapters, groups, organizations, or individual(s).

9. 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.

10. No chapter or member shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes, but is not limited to, "beer pong," "beer die," "power hours," "flip cup," "king's corner," or any other activity involving the consumption of alcohol which involves or could involve duress or encouragement related to the consumption of alcohol.

11. No alcohol may be consumed by participants during or within twelve (12) hours before or after any associate member activity, event, or after the ritual of the Fraternity by any member participating in any such activity or event. 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.

12. No chapter shall permit the use of “family” drinks or “family” gifts that violate the Risk Management Policies of the Fraternity related to alcohol. This applies to the “big/little” relationship, family names or the use of Fraternity Trademarks in the perpetuation of alcohol as an identifier and/or tradition once a member and associate member are introduced to this relationship.

II. HAZING

No chapter, member, associate member or alumnus shall conduct, participate in, or condone hazing activities. Knowledge of hazing and failure to take timely and appropriate action is condoning hazing. Permission or approval, whether expressed or implied, by a person being hazed is not a defense.

Hazing is defined as:

“Any action taken, or situation created to cause or reasonably cause mental or physical discomfort or harm, intimidation, harassment, or embarrassment for the purpose of gaining or continuing membership of any kind in the Fraternity. Such activities may include but are not limited to the following: forced or implied consumption of alcohol or drugs, confining individuals to a space for any period of time, subjecting individuals to excessively loud environments to disorient or make uncomfortable, calisthenics as a means of punishment, depriving of sleep or displacing someone from their normal sleep schedule or location, forced or implied sexual activity, lineups of any kind for the purpose of questioning/ quizzing or demeaning, threats of any kind including withholding initiation into the Fraternity, wearing of similar attire which separates by membership status, personal servitude or running errands of any kind with or without reimbursement, required carrying of certain items, restriction of communication, 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

1. The Delta Chi Fraternity does not tolerate or condone sexual harassment, stalking, domestic violence, dating violence, 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 a person.

2. No chapter shall hire, use, or allow the use of strippers, erotic dancers, sex workers, or similar at a chapter event or an event a reasonable observer would associate with the chapter.

3. No chapter or member shall engage in or tolerate retaliation against any person lodging any allegation or reporting any alleged conduct against the chapter or any individual associated with the chapter.

IV. FIRE, HEALTH, AND SAFETY

1. All chapter facilities shall meet all local fire and health codes and standards.

2. 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.

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

4. 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.

5. Candles will not be used in chapter facilities or individual rooms except under controlled circumstances such as initiations.

6. 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

1. Each chapter shall annually instruct its students and alumni in its risk management policies and practices of both the Fraternity and higher education institution. The undergraduates and key volunteers will receive a copy of the Fraternity's risk management policy annually and copy of the policy will be accessible on the Fraternity's website. Each chapter is expected to submit a signed copy of these policies, signed by 80% of the members following the first chapter meeting of each fall semester/quarter.

2. Each chapter is expected to attend/participate in a total of 50%, or five (5), whichever is less, prevention education opportunities provided by the fraternity on a yearly basis. Attending is defined as two or more members of the chapter leadership, or 30% of all chapter members. Attendance will be confirmed by submission of opportunities attended by the chapter. Failure to meet this expectation may result in sanctions per Delta Chi Law, the By-Laws, Article V, Section 4, 2(h).

3. Annually, the Fraternity will deliver educational content on topics related to risk management. Each chapter is expected to send the following officers/chairmen, at minimum, to the corresponding topic of education:

- Hazing Prevention ("F" - Risk Manager/Sergeant in Arms, Associate Member Counselor)
- Alcohol and Substance Use ("A" - President, "B" - Vice President)
- Social Event Planning (Social Chairman, "E"- Alumni Relations Officer)
- Sexual Misconduct Prevention ("C" - Secretary, "D" - Treasurer)

4. Each chapter is expected to fully adopt and use the 4-week, 6-week, or 8-week Associate Member Program, written and designed by the Fraternity. The program can be accessed, including all digital presentations, participant workbooks, and facilitator guides on the fraternity's website.

If the chapter wishes to facilitate an associate member activity that is not included in the Associate Member Program as adopted, a detailed plan of the activity is expected to be submitted to the chapter Alumni Board of Trustees for review and approval.

VII. ACCOUNTABILITY

Each chapter is expected to maintain and utilize a Judicial or Standards Board which exists to hold members accountable to the expectations of membership in the Fraternity. The Judicial Board is chaired by the "F" - Risk Manager/Sergeant in Arms and is expected to consist of a minimum of three (3) additional members.

The Judicial/Standards board is expected to attend the Judicial Board Training, delivered by the Fraternity on a yearly basis, or review the recorded training, and utilize all resources provided by the Fraternity.

VIII. NOTIFICATION

Chapters are expected to notify the International Headquarters within twenty-four (24) hours of becoming aware of the following:

1. Any injury to a member or guest that occurred as a result of a fraternity-related activity or an event a reasonable observer could associate with the Fraternity.
2. Allegations of sexual assault, abuse, harassment, or misconduct connected with a member or guest,
3. Any inquiries by authorities or legal counsel regarding an incident related to the chapter.

IX. GOOD SAMARITAN POLICY

1. **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.

2. **CHAPTER:** 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.

X. ORGANIZED COMBAT SPORTS POLICY

No chapter or member shall conduct, participate in, or condone organized combat sports which means any sport included but not limited to boxing; kickboxing; wrestling of any kind; fencing; mixed martial arts; muay thai; Brazilian jui-jitsu; judo; karate; krav maga; taekwondo; aikido; sambo; kung fu; or martial arts of any other kind that are organized on behalf of the chapter in advance and take place in an amateur practice or competition setting. Examples of such activities include “fight nights,” “tough man competitions,” or other similar competitions whether related to charities or not.