



## **ZETA PSI FRATERNITY, Inc. Risk Management Policy**

Zeta Psi wishes to provide for the health and safety of its members and guests. These policies provide the minimum expectations established by International Fraternity and were approved by the Board of Delegates of the Grand Chapter, meeting in Convention, on August 20, 2016. On February 6, 2017, the Executive Committee modified the policy to bring Zeta Psi into better alignment with the updated recommendations of the Fraternal Information and Programming Group Guidelines approved in January 2017. Chapters are expected to follow these policies and to use good sense and planning at all times to ensure the health and safety of our members, prospective new members, and guests.

### **ALCOHOL AND DRUGS**

1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.
2. [Effective September 1, 2017] Alcohol will not be permitted on Zeta Psi premises unless the chapter has applied for permission to do so and that right has been granted by the Executive Director.
3. Chapter Funds may not be used to purchase alcoholic beverages under any circumstances.
4. 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 strictly prohibited.
5. Chapters and Members are prohibited from selling alcohol, illegal drugs, and any other controlled substance.

6. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from 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 these guidelines, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of these guidelines.
7. No chapter may 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.
8. All recruitment or rush activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in these guidelines.
9. OPEN PARTIES, meaning those with access by non-members of the fraternity, without specific invitation, are banned.
10. No alcohol shall be present at any candidate/new member program or activity of the chapter including the initiation ceremony.

### **HAZING**

All new member activities are to be in keeping with the Honor Campaign. Hazing is illegal and forbidden in all circumstances. Hazing activities are defined as any action taken or situation created, intentionally or unintentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. In all cases, care must be given to comply with local, state, provincial, and national laws.

### **SEXUAL ABUSE**

The fraternity will not tolerate or condone any form of sexually abusive behavior of any kind by any of its members, whether physical, mental or emotional. Men associated with Zeta Psi are expected to behave in a way that upholds a high standard of integrity and respect. Mutual consent is absolutely required when engaging in conduct that is sexual in nature. Intoxication to the point of incapacitation obviates the ability to consent.

Zeta Psi Chapters and Members are required to abide by [Zeta Psi's Pledge on Sexual Misconduct Prevention](#).

### **FIRE, HEALTH AND SAFETY**

1. All chapter houses shall, prior to, during, and following occupancy, meet all local fire and health codes and standards and shall comply with engineering recommendations as reported by the insurance company, government or University.
2. All chapters must have posted evacuation routes from chapter houses, common areas and sleeping rooms posted in said area and on the back of the door of each sleeping room.
3. The possession and/or use of firearms or explosive devices of any kind within the confines and premises of the chapter house is expressly forbidden.
4. For travel to any fraternity event, the chapter shall only use an insured, licensed transportation company for any vehicle larger than a minivan.
5. No pets of any kind are allowed on fraternity premises.
6. Chapters are prohibited from sponsoring, on or off fraternity premises “water events.” These would include the use of any self-constructed or kiddie pool, ice rink, slip n slide, or mud bowl for any purpose.

### **DUTY TO REPORT**

All members of Zeta Psi are required to report any violations or possible future violations of these policies to the Active and/or Elder Chapter President or designee. It is unacceptable to obstruct or attempt to prevent any member from making a report. If the concerns are not addressed, the member is required to escalate the matter by making a report to the Grand Chapter’s Zeta Psi Compliance Hotline at <http://zetapsi.ethicspoint.com>. All injuries and potential claims must be reported through the hotline or to the IHQ directly.

### **DUTY TO PROVIDE CARE**

In the event of an injury or potential injury, Zeta Psi members are required to provide care. The health and safety of new members, members, and guests are everyone’s responsibility.

### **AMNESTY PROVISIONS**

In carrying out the duty to provide care responsibilities, it may be appropriate to call for outside assistance from emergency services (police, fire, ambulance, etc.) In these cases, the persons initiating the call shall be considered to be operating under an amnesty provision where there will be no further Zeta Psi Disciplinary consequences dealing with the specific case.

### **EDUCATION**

Every new member will complete the online RML101 course in their first term of membership. The Risk Management policy shall be reviewed by the IHQ staff with each chapter at least once each year. Chapter Presidents will receive detailed risk management education at the annual President’s Conference (conducted in early January). Each member shall be instructed annually on the Risk Management Policy.