

ALPHA PHI DELTA FRATERNITY

RISK MANAGEMENT POLICY

The following is the full text of the Risk Management Policy of Alpha Phi Delta Fraternity, revised as of January 2015: This statement embodies the values and expectations of Alpha Phi Delta Fraternity for all fraternity entities (i.e., undergraduate chapters, alumni clubs and alumni associations) and members.

A. Respect and Care for Self and Others

1. **Demeanor of the Fraternity.** The Fraternity should operate in such a manner as to exhibit respect, care, and concern.
2. **Sexual Abuse.** The fraternity rejects any form of sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions that are demeaning to women and men, including but not limited to, date rape, gang rape or verbal harassment.
3. **Dignity of Persons.** Recognizing the dignity of the human person, no Alpha Phi Delta Chapter nor any member thereof should encourage, support, or participate in any action which in any manner demeans, belittles, or damages another person.

B. Alcohol and Drugs

1. **General Policy.** No member (undergraduate or alumni brother) or pledge should condone, tolerate, encourage, or participate in the abuse of alcohol. All members shall observe state law and fraternity law as it applies in this regard. While members 21 years of age or older are free to purchase alcoholic beverage, they are not to do so in the name of the fraternity, or for the fraternity. Members under the age of 21 are prohibited from purchasing, using, or distributing alcohol, as per the laws of our states and localities.
2. **Regulation for Safe and Appropriate Use of Alcohol.**
 - a. The possession, sale, use or consumption of alcoholic beverages:
 - i. while on chapter premises, or during a fraternity event;
 - ii. in any situation sponsored or endorsed by the chapter, or
 - iii. in 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, institution of higher education, and must comply with either the BYOB or Third Alcohol and Party Vendor Guidelines.
3. **Prohibitions. The following are specific prohibitions regarding the use, sale, presence or consumption of alcohol as it related to Alpha Phi Delta and its entities:**

- a. **Purchase by Use of Chapter Funds.** It is prohibited that alcoholic beverages be purchased through chapter funds
- b. **Purchase on behalf of (in name of) the Chapter.** It is prohibited that 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.
- c. **Gifted Purchases.** Alumni and other interested parties are not to purchase alcohol for the chapter. Any gift of this sort is to be refused by the chapter.
- d. **Purchase of use of Bulk / Common Source.** The purchase or use of a bulk quantity or common source for alcoholic beverage (e.g., kegs, cases, spiked-punch bowl, etc.) is prohibited.
- e. **Provision to Minors.** No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under the legal drinking age in their state or locality). These actions are prohibited.
- f. **Drinking Games.** Encouragement, participation, sponsorship and toleration of “drinking games” is prohibited.
- g. **Open Parties.** Open parties, meaning those with unrestricted access by non- members of the fraternity without specific invitation, where alcohol is present, shall be prohibited.
- h. **Co-Sponsorships and Associations.** No chapter may co-sponsor, co- finance or associate the name of Alpha Phi Delta or the name of the chapter to an event with any of the following, inter alia:
 - i. a distributor of alcohol (liquor store, beer company, bar/tavern, etc.)
 - ii. any organization (including charitable organizations) whose event involved alcohol being given away sold, or otherwise provided to those present.
 - iii. tavern (tavern 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.

4. Illegal Drugs and Controlled Substances. 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. Rush Activities and Pledging Activities. The following shall apply to all rush, pledge education and recruitment events and gatherings:

- **Rush.** All rush functions, including, but not limited to rush parties, “smokers”, open houses, and rush meetings, shall be dry (no alcohol) functions. It should be understood that alcohol has no place in membership recruitment activities.

- **Pledging Education (Pledging).** No alcohol shall be present at any pledge program activity. Likewise, no alcohol shall be permitted on the premises during the Ritual of Initiation. It should be understood that alcohol has no place in pledging activities.

C. Pledging and Member Education

1. **Principles.** The principles of Alpha Phi Delta and those of a chapter and its members are based on high standards of ethical and moral behavior, and the expression of respect and care for self and others. This is to be communicated to our prospective members, in our pledge programs, through member education.
2. **Hazing.** The commonly designated practices called “Hazing” have no place in Alpha Phi Delta’s pledge programs. Hazing activities are defined as: Any action taken or situation created, whether on or off Fraternity premises, which produces mental or physical discomfort, embarrassment, harassment or ridicule. Such activities described in (a), may include, but are not limited to the following:
 - a. use of alcohol;
 - b. paddling in any form;
 - c. creation of excessive fatigue; sleep deprivation, physical training activities (i.e. calisthenics, push-ups, etc.) and psychological shock;
 - d. morally degrading or humiliating games and activities, and/or public stunts and buffoonery.
 - e. late work sessions which interfere with scholastic activities; and
 - f. any other activities which are not consistent with academic achievement, fraternal law, rituals, policy or state law.
3. **Member Responsibility.** Built upon the premise that with every right of membership there comes a corresponding responsibility, each brother and pledge, as part of his regular Fraternity education experience shall be educated about, and reminded of, his responsibilities as a member of Alpha Phi Delta. This shall be done through member education programs, materials, programs and instruction provided or made available through the National Fraternity and/or District Governor.
4. **Risk Management Policy.** All prospective members shall be presented with a copy of this policy for review prior to or at the time of completing their prospective member application and signing a membership agreement. Prospective members will need to demonstrate a knowledge and understanding of this policy prior to initiation. Each chapter and all alumni volunteers (elected or appointed) shall be provided with a copy of this policy.

D. Chapter House Policies regarding Safety

1. **General.** As a matter of policy, the Fraternity neither owns nor acts as landlord or agent for chapter housing of any sort.

2. **For the Safety of our Brothers and others.** To better ensure the safety of its members and guests, each chapter should strive to meet the following expectations:
 1. Chapters are to comply with all local fire and health codes.
 2. Chapters should have posted by common phones emergency numbers for fire, police and ambulance and should have evacuation routes from chapter houses, common areas and sleeping rooms posted in said areas and on the back door of each sleeping room.
 3. Chapters, in regard to their houses and property, are to comply with engineering recommendations as reported by their insurance company.

E. Application

1. **Chapters Application.** Each chapter shall attach a copy of this policy to their local bylaws. For purposes of consistent administration, the provisions of this policy shall override any conflicting statements or policies in those by-laws.
2. **Review.** This policy shall be reviewed for consistency, relevancy and appropriateness every five years, or sooner, if requested by National Council of the Fraternity.
3. **Terms.** The term “entity” or “entities” shall be construed as to mean “undergraduate chapters”, “alumni clubs” or “alumni associations.” The term “Fraternity” unless otherwise designated refers to “Alpha Phi Delta Fraternity, Inc.” The term “Chapters” refers to our undergraduate chapters.