

UCLA Phi Kappa Psi Reform Initiative

Accountability - Education - Safety

This program employs a three-step approach with the ultimate goal of preventing sexual assault before it occurs.

Accountability

As a fraternity, it is essential that we hold ourselves accountable for our actions.

Therefore, we plan to take several new approaches to increase our accountability as a house.

a. Standard Operating Procedures for Allegations

- i. In the past, a lack of distinct standard operating procedures (SOP) within our chapter led to an inadequate response to allegations. We believe that if we adopt an SOP, we will be more equipped to respond quickly and decisively in the future to any allegations that may arise. This procedure will be followed as it is laid out below unless the survivor wishes otherwise. Going forward, any Phi Kappa Psi member accused of sexual assault will immediately be suspended from the chapter indefinitely.
 - If the survivor decides to pursue a Title IX investigation, which is encouraged should she feel comfortable doing so, the accused will remain suspended until Title IX can reach a verdict. If found guilty, the member will be expelled from the chapter immediately and evicted within 72 hours, if living at the Phi Kappa Psi house.

- Because Title IX investigations can be lengthy, an internal investigation will be conducted by the Grievance Committee even if the matter has been brought to Title IX, in the interest of expediting the process of removing guilty members. In the case that an internal inquiry finds a member not guilty, but a formal Title IX investigation concludes otherwise, we will defer to the official verdict and the member in question will be expelled and evicted in the same manner as previously described.
- If a survivor chooses not to pursue a Title IX investigation, the Grievance Committee will conduct its own internal investigation, operating with a zero-tolerance policy for sexual assault. If misconduct is found, the accused will be expelled from the chapter and evicted in the same manner as described above.
- To ensure our ability to evict guilty members following an investigation, we partnered with the California Epsilon House Corporation Board and implemented a morality clause within all leases, stating that any tenant who violates our code of conduct is subject to eviction.

b. Monitoring member behavior

- i. Behavior that directly or indirectly endangers our guests, other members of our fraternity, or anyone else will be met with immediate action. If a

member displays behavior of this sort, they will also undergo a membership review led by the grievance chair.

- ii. Members that demonstrate a lack of moderation concerning consumption of alcohol and/or other substances will face strict consequences. Members who exhibit these substance abuse issues will be called in for a mandatory meeting with the executive council to assess the severity of the alleged misconduct and to provide resources for counseling. If necessary, appropriate fines will be levied, in addition to social probation for the said member involving suspension from weekly events as well as date parties and/or formal if necessary. If the issue keeps reoccurring and it is apparent that the member in question has no interest in changing despite previous punishments, they will be brought up for membership review.

c. Chapter-wide interventions

- i. Going forward, we will be holding chapter interventions on a monthly basis, in which we will discuss any possible issues pertaining to specific brothers or found within the chapter as a whole. We will celebrate good behavior, and thereby increase brotherhood and member relations. We will also discuss the lows by criticizing and confronting poor behavior in an effort to eliminate future misconduct. incidents that have made our guests or other members feel unsafe that get brought up at an intervention will not be tolerated and will be met with a membership review. Ultimately,

interventions will provide a platform on which we can discuss difficult topics to better ourselves as a house.

Education

We believe that education and awareness are essential in preventing sexual violence. No individual can be too educated on this matter. By maintaining an open dialogue on the topic of sexual assault, we aim to uphold the values inherent to our fraternity. Thus, we are committing to the following curriculum:

1. One external presentation per quarter

a. Possible external resources:

- i. Title IX Office
- ii. CARE
- iii. UCPD
- iv. UCLA Student Legal Services
- v. Bruin Consent Coalition
- vi. Student Advocacy Groups
- vii. Independent/3rd Parties (Nonprofits, Survivor Volunteers, etc.)

Required attendance: 90% participation of active members; session attendance will be enforced. Absence will be without a valid excuse (determined by recording secretary) will result in two weeks of social probation.

2. One internal presentation per quarter

a. Possible presenters:

- i. Risk Management Chair
 - ii. Executive Council Member
 - iii. Violence Intervention and Prevention Committee Member
 - iv. Cal Ep Alumni
 - v. Other active members
- b. Required attendance: 90% participation of active members; session attendance will be enforced. Absence will be without a valid excuse (determined by recording secretary) will result in two weeks of social probation.
- i. If 90% attendance is not met for a given internal or external presentation, it will not count towards our goal of one per quarter and will have to be rescheduled to meet our quota.

Safety

Risk management and robust safety procedures are paramount to maintaining a safe environment at our events. With this in mind, we have made several changes to our risk policies and added reinforcements where necessary.

1. Risk matching at out-of-house events
 - a. Risk at house events is not enforced nor clearly outlined in the IFC bylaws. We feel it is crucial to provide easily identifiable risk management at any and all Phi Kappa Psi events; including, but not limited to, raids, pinnings, date parties, etc. In addition, we will communicate directly and work with sorority sober monitors at external events to ensure a safe

environment for all individuals. At any co-sponsored event we plan to match the number of sorority sober monitors with the same number for our risk team.

2. Safety briefings for internal events

- a. Before entering the house, all attendees will be briefed by a member of our nightly risk team on how to identify the sober risk monitors and describe their role at the event so that if needed, they can be easily located. We will also be implementing consent talks for anyone entering our parties, modeled after IFC policies at UC Berkeley, where risk staff will describe the five pillars of consent (revocable, conscious, enthusiastic, ongoing, and verbal) to guests before they enter the house.