

Psi Upsilon Sexual Misconduct Procedures

We at Psi Upsilon believe that safety is of the utmost importance. In order to positively contribute to the social fabric of this campus, we must first do everything that we can to ensure a safe environment where all guests feel comfortable. As such, Psi Upsilon is committed to standing against and preventing sexual misconduct of any kind. To this end, we have developed a system of procedures to help ensure the safety and comfort of our friends and guests.

Title IV of the University of Chicago's Policy on Unlawful Discrimination and Sexual Misconduct provides the following definition:

Sexual misconduct encompasses a range of conduct, from sexual assault (a criminal act that the U.S. Department of Education defines as sexual harassment) to conduct such as unwanted touching or persistent unwelcome comments, e-mails, or pictures of an insulting or degrading sexual nature, which may constitute unlawful harassment, depending upon the specific circumstances and context in which the conduct occurs. For example, sexual advances, requests for sexual favors, or sexually-directed remarks or behavior constitute sexual harassment when (i) submission to or rejection of such conduct is made, explicitly or implicitly, a basis for an academic or employment decision, or a term or condition of either; or (ii) such conduct directed against an individual persists despite its rejection.

In our aim to prevent any instances of sexual misconduct from ever occurring at our Chapter House, or with our fraternity members, we have implemented the following procedures for Education & Prevention, and Response & Accountability:

Education & Prevention:

We understand that the most important thing we can do to help prevent sexual misconduct is to proactively educate our members and combat sexual misconduct in all settings. We, as a fraternity, have started annual meetings with representatives from the University of Chicago's Resources for Sexual Violence Prevention (RSVP). In addition, each new member is required to meet with RSVP prior to initiation. Failure to do so will result in suspension from social events until they have either attended a similar presentation or met with RSVP to discuss sexual assault and our university's Title IX policy. Furthermore, we have weekly reports in our Chapter Meetings on how we can better promote safety as an organization.

We have established numerous procedures to promote the prevention of sexual misconduct. Prior to every social event, we make publicly available the contact information of the President and the Risk Manager(s). During all social events, designated identifiable brothers are responsible for monitoring the event and promote safety. This extends not only to serving as a resource to guests (in the event that they have any questions or need assistance), but also to actively working to prevent any potentially dangerous situations that might compromise guest safety and comfort. Additionally, Psi Upsilon affiliates are stationed throughout the house to serve as further resources promoting guest safety and comfort. To enhance these efforts, we will promote and foster open communication between our officers, brothers and guests in order to constantly

improve our procedures and conduct. This includes making an active effort to gain feedback after all social events, so that any concerns, experiences or ideas regarding ways we could improve can be easily shared and result in procedural changes.

Response & Accountability:

We at Psi Upsilon are also aware that if an instance of sexual misconduct were to occur, it is our responsibility to act swiftly and in a manner that upholds the values of our fraternity. If a Psi Upsilon affiliate is found guilty of sexual assault, he will be expelled from our fraternity. If a Psi Upsilon affiliate is accused of non-consensual activity of any sort, he will be put on social probation indefinitely.

We understand that we must always hold ourselves accountable. Brothers of our fraternity are responsible for creating a safe social environment. All brothers of Psi Upsilon have a moral duty to proactively intervene in any situation that might involve non-consensual activity as well as an obligation to report the misconduct to the President and Risk Manager(s). If any individual on our premises is seen participating in unsafe or non-consensual activity, they will be asked to leave immediately and if necessary, we will contact the relevant authorities.

If you have any comments or questions about our procedures, please do not hesitate to reach out to our officers.

Safety Contacts:

Psi Upsilon Officers:

- Drew Armstrong, *President*: 703-629-0213, drewarmstrong1995@gmail.com
- Colton Smith, *First Angelos*: 815-272-6889
- Nick Toomey, *Sergeant at Arms*: 650-678-5795
- Brenton Desai, *Risk Manager*: 517-304-0892
- Paul Papoutsis, *Risk Manager*: 847-602-7285

Other Resources:

- *Sexual Assault Dean-on-Call (24-hours)*: 773-702-8181 or a direct paging system, 773-834-4357
- *Resources for Sexual Violence Prevention (RSVP)*: 773-834-7738
- Sarah Wake, *Title IX Coordinator for the University*: 773-702-5671