



Phi Kappa Tau Risk Management Policy

Alcohol and Other Drugs:

In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises:

1. The chapter/organization, members and guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
2. The chapter/organization, members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on chapter/organizational premises or at any activity or event sponsored or endorsed by the chapter/organization.
3. Alcoholic beverages must either be:
 - a. Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
 - b. Brought by individual members and guests through a bring your own beverage ("BYOB") system. *The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter/organization premises or at any event, except when served by a licensed and insured third-party vendor.*
4. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).
5. Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
6. A chapter/organization must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
7. A chapter/organization must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter/organization may rent or contract with a bar, restaurant, or other licensed and insured third-party vendor to host a chapter/organization event.



8. Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio and must not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
9. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to "bid night," "big/little" events or activities, "family" events or activities, and any ritual or ceremony.
10. The chapter/organization, members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

Hazing:

No chapter, associate chapter, student, or alumnus shall conduct nor condone hazing activities. The term "hazing" means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against any individual or group of individuals, regardless of affiliation, whether or not committed on chapter/organization property, for the purpose of recruiting, joining, pledging, initiating, admitting, affiliating, or for the purpose of retaining membership in an organization that causes an individual or group of individuals to do any of the following, regardless of a person's willingness to participate:

- a. Be coerced to violate federal, state, provincial, local law, or organizational policy.
- b. Be coerced to consume any food, liquid, alcoholic liquid, drug, or other substance in any non-customary manner which subjects the individual or group of individuals to a risk of emotional or physical harm which includes but not limited to sickness, vomiting, intoxication, or unconsciousness.
- c. Endure brutality of a physical nature, including but not limited to whipping, beating, paddling, branding, dangerous physical activity, or exposure to elements or endure threats of such conduct that results in mental or physical harm.
- d. Endure brutality of a mental nature, including but not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from contacting others or conduct that could result in extreme embarrassment or endure threats of such conduct that results in mental or physical harm.
- e. Endure any other activity which adversely affects the health and safety of an individual, including but not limited to the disruption of academic performance or class attendance, required designated driving programs, line ups, calisthenics, or personal, physical, or financial servitude.



SEXUAL MISCONDUCT

The organization and its members must comply with all federal, state, provincial, and local laws related to sexual misconduct. This is including, but not limited to, definitions around consent, sexual violence, sexual harassment, domestic violence, dating violence, stalking, and sexual exploitation.

The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at any fraternity activity or event as defined in this policy is prohibited.

ASSAULT OR BATTERY

In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises, no chapter, member, or guest shall engage in assault or battery, as defined in the state statutes in which the activity or event occurs.

FIREARMS, EXPLOSIVE OR INCENDIARY DEVICES

The organization and its members must comply with all federal, state, provincial, local laws and campus policy as it relates to firearms or explosive or incendiary devices.

Firearms or explosive or incendiary devices are prohibited from the chapter facility.

A chapter events or activities involving firearms must take place at a licensed and insured 3rd party venue (e.g., skeet shooting, traps, target practice, etc.)

RETALIATION

The organization prohibits retaliation against any individual – members and non-members – for reporting, inquiring, or cooperating with a report around a violation of Phi Kappa Tau’s Risk Management Policy.

Retaliation is any action, statement, or behavior that is designed to punish an individual for filing a compliance report, cooperating with a compliance investigation, seeking guidance regarding a compliance concern, or to deter one from taking such action.

POLICY DISTRIBUTION

The organization shall distribute its Risk Management Policy on an annual basis. A copy of the Risk Management Policy is available at www.phikappatau.org/governance



HOW TO REPORT

Phi Kappa Tau Fraternity has a Risk Management Policy which outlines its disciplinary policy and procedures. To report a violation of the Risk Management Policy, please utilize one (or more) of the options below:

- *In case of an emergency, call 911.*
- *Contact chapter's Success Manager to report: <https://www.phikappatau.org/find-a-chapter>*
- *Contact undergraduate Chapter Advisor to report.*
- *Utilize Online "Report a Concern" here: <https://www.phikappatau.org/concern>*
- *Call the Phi Kappa Tau Executive Offices at #513-523-4193 to report.*
- *Contact university/college resources (campus police, Greek Life Office, Dean of Students, etc.)*

Phi Kappa Tau's Good Samaritan Policy

To encourage members and chapters to take action without fear of disciplinary action The Phi Kappa Tau Fraternity has two Good Samaritan policies, one for individual members and guests and another for the chapter itself. You can find the Good Samaritan policy on The Phi Kappa Tau Website under 'Governance & Policies' under the 'Members' tab and linked here: <https://www.phikappatau.org/governance>