

ILLEGAL DRUGS & OTHER CONTROLLED SUBSTANCES

CHAPTER RESOURCE GUIDE



PHILOSOPHY OF THE ORGANIZATION REGARDING ILLEGAL DRUGS & OTHER CONTROLLED SUBSTANCES

Pi Kappa Phi Fraternity is a values-based membership development organization that focuses on building brotherhood through character enhancement, leadership development, academic achievement, commitment to service, lifelong friendship and social experiences. The Fraternity believes that drug use prevents individual members from realizing their full potential as citizens and from exemplifying these characteristics of brotherhood.

Seeking to be a responsible member of the higher education community, Pi Kappa Phi is highly concerned about drug use and abuse. Our Fraternity believes very strongly in the betterment of men through our chapters. Our organization upholds the following philosophy specifically related illegal drugs and other controlled substances.

- We are concerned about the impact drugs and other mind altering substances have on the safety and lifelong well-being of our members and the reputation of our fraternity.
- The Fraternity expects that our members follow federal and state drug laws across the United States. Also, the possession, sale or use of any illegal drugs or other 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.
- As a subset of the campus community, the Fraternity collaborates with the host institution to address the problem of drug use and abuse including leveraging campus and community resources to assist the membership.
- Through education, training, and mature adult guidance, we provide the tools to help students make good choices, and to understand the consequences of their choices.
- The National Fraternity expects personal responsibility from its members and accountability through local self-governance.
- The National Fraternity will hold chapters accountable for the choices they make through a progressive discipline strategy.

PI KAPPA PHI POLICY ON ILLEGAL DRUGS & OTHER CONTROLLED SUBSTANCES

ALCOHOL AND DRUGS

- (5) The possession, sale or use of any ILLEGAL DRUGS or OTHER CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that a reasonable, objective observer would associate with the fraternity is strictly prohibited.

CREATING PROCEDURES & DEFINING YOUR CHAPTER'S PHILOSOPHY

Every member of Pi Kappa Phi has an obligation to obey and uphold the Fraternity's Constitution, Supreme Laws, and policies. This includes Pi Kappa Phi's Risk Management Policy and the provision on illegal drugs and other controlled substances outlined above.

Focus on What You Can Control

At a minimum, chapter members and Executive Council officers are expected to ensure members do not possess, sell, or use illegal drugs or controlled substances while on chapter property or at a chapter event. Chapter officers should develop specific, written procedures that address each of the following questions:

- How will you keep illegal drugs and other controlled substances out of chapter events?
- How will you keep illegal drugs and other controlled substances out of the chapter facility?
- How will you remove and/or keep drug paraphernalia out of the chapter facility?

Officers should outline the specific steps the chapter will take to address each of the areas outlined above, including the communication of clear expectations to members, policy education and enforcement, and the use of resources.

The Executive Council should also consider how the Standards Board will be utilized to enforce the procedures created and how best to communicate potential consequences to brothers and associate members BEFORE an incident occurs.

Questions to Consider

Additionally, Pi Kappa Phi recognizes that the issue of individual drug use on today's college campus (beyond those specific situations prohibited under the Fraternity's Risk Management Policy) is far more complex. The following questions are intended to help you more clearly define your chapter's philosophy on illegal drugs and other controlled substances:

- What is Pi Kappa Phi's role in helping a brother who is using illegal drugs or other controlled substances?
- What is the underlying reason for the substance use and/or abuse?
- Is the brother truly safeguarding the reputation of the chapter by keeping careful watch over his personal conduct?
- Is the member truly reaching his potential?
- Is this an issue to be handled by the chapter Standards Board?
- What role does Ultimate Respect play in the conversation?

HOW TO HELP A BROTHER

Campus & Community Resources

If you decide to help a brother who is using drugs, rather than removing him from the chapter, there is a real responsibility that goes along with that decision. Helping a brother doesn't mean limiting his ability to do drugs. It doesn't mean you have the skills to actually help him. Helping a brother means you identify the very best campus or community resource to refer him to so he can get the help he needs. This may include your campus Counseling Center, Wellness Center, or Health Center. It will also mean you should include your Chapter Advisor, Leadership Consultant or campus fraternity/sorority life advisor for guidance.

Drug Testing

Drug testing has consistently proven to be one of the most effective tools available to deter drug use in organizations. Testing is available utilizing urine, hair, saliva or sweat. A policy and procedures must first be established. An independent third party medical provider should be retained to set-up clinics, laboratory accounts and coordinate with medical review officers to review and report test results. Pi Kappa Phi has contracted with Safety First, a division of Behavioral Health Systems, to provide drug testing assistance to our chapters. For more information on implementing drug testing in your chapter, contact:

Danny Cooner
President
 205.541.8752

Substance Abuse Treatment Facility Locator

1-800-662-HELP

<http://findtreatment.samsha.gov>

Providing your geographical location over the phone or online will give you treatment options in your area. This helpline and website are maintained by The Substance Abuse & Mental Health Services Administration, a U.S. Dept. of Health & Human Services agency.

ACCOUNTABILITY MEASURES

Role of the Executive Council vs. Role of the Housing Corporation

If chapter officers learn of something taking place in the chapter facility or at a chapter event, the Fraternity's expectation is that they confront the behavior and report the alleged violation of Pi Kappa Phi's risk management policy to the Standards Board.

Additionally, if the violation occurred in the chapter facility, the Executive Council should notify the Housing Corporation, who ultimately has jurisdiction over alleged violations of an individual's lease agreement. In order to help prevent the possession, sale, or use of illegal drugs or controlled substances in the chapter facility, the Housing Corporation may consider implementing individual room inspections to ensure policy compliance.

Individual Lease Agreements

Housed chapters should consider adding language about illegal drugs and other controlled substances to the individual lease agreements members sign. The following is sample language included in the lease agreement template available from Pi Kappa Phi Properties:

9. **RULES AND REGULATIONS.** YOU agree to abide by all the rules and regulations of [DESIGNATION] chapter of Pi Kappa Phi Fraternity and the national organization as they currently exist or as legally enacted in the future. YOU agree to treat all guests with respect. YOU acknowledge receipt of a copy of these rules which are attached hereto and incorporated herein by reference.
 - 9.1 YOU agree to obey and uphold all federal, state, local, and Fraternity laws, rules and regulations pertaining to the possession, distribution, and consumption of alcoholic beverages and illegal drugs.
 - 9.2 YOU agree to obey and uphold all rules and regulations of [COLLEGE/UNIVERSITY] as they pertain to tenant conduct and the conduct of your activities on your campus.

House Rules / Community Living Standards Document

Housed chapters should consider adding language about illegal drugs and other controlled substances to the chapter's house rules or community living standards document. The following is sample language included in the Community Living Standards Document of the Kappa Chapter (UNC - Chapel Hill):

Drugs/Drug Paraphernalia

- The transport, possession, possession with intent to deliver, delivery, manufacture, purchase, sale, distribution, or use of illegal drugs or controlled substances is strictly prohibited.
- Prescription drugs may only be taken by patients for the intended use and in the prescribed manner as directed by their physician.
- Possession of drug-related paraphernalia is prohibited unless otherwise approved by the Housing Corporation.

Chapter Standards Board

In addition to proactively educating both initiated members and associate members on the standards of the Fraternity, the Standards Board is also responsible for adjudicating alleged violations of Pi Kappa Phi's Supreme Laws, as well as the chapter's Code of Conduct, constitution, bylaws, and house rules/community living standards.

The role of educational discipline is foremost in the process of sanctioning. The conduct process of the Fraternity is not intended to punish. Rather, it exists to protect the greater interest of the Fraternity, to challenge those whose behavior is not in accordance with established standards, to deter future conduct violations, and to educate members on their responsibilities as brothers and as members of their campus community. Sanctions are intended to challenge members' moral and ethical decision-making and to help bring their behavior in accord with Fraternity expectations. When a member is unable to conform to the expectations of the Fraternity, the conduct process may determine that he should no longer share in the privilege of participating in the Fraternity.

If a member is found in violation of the Fraternity or chapter's policy on the possession, sale, or use of illegal drugs or other controlled substances, the Standards Board should consider utilizing the following types of sanctions:

Educational Sanctions	requires the member to complete an educational program related to skills or knowledge he is currently lacking. Educational sanctions may include the completion of GreekLifeEdu, attendance at the chapter's Alcohol Skills Training Program (ASTP), attendance at the chapter's Ladder of Risk program, and/or completion of a university health services program on personal drug usage (e.g. e-TOKE).
Loss of Privileges/ Exclusion from Various Events (Probation)	<p>General Probation - this includes things like the loss of voting privileges, inability to eat meals at the chapter house, loss of Big Brother privileges, etc.</p> <p>Social Probation- restrictions on a member's ability to attend any parties, socials, formals, or special events for a specified period for a time</p> <p>Associate Member Function Probation - restrictions on a member's ability to attend any associate member events including, but not limited to, subordinate rituals, Initiation Week activities, Big Brother/Little Brother events, etc.</p>
Removal from Office	The chapter Standards Board may not impose this sanction, but may forward a recommendation of removal from office to the chapter for final adjudication
Suspension	The suspension of a member for a period not to exceed six (6) months requires a four-fifths majority vote by the Standards Board. The suspension of a member deprives him temporarily of all rights and privileges in the Fraternity. During his suspension, he may not hold office, attend meetings, nor participate in any Fraternity activities (i.e. social events, intramurals, associate member activities, etc.).
Expulsion	The expulsion of a member requires a four-fifths majority vote by the Standards Board and shall not be effective until approved by the National Council who shall have the authority to impose a lesser sanction. An expelled member loses all rights and privileges and forfeits all claims on the Fraternity.
Other Agreed Upon Sanctions	any other sanctions agreed upon by the Standards Board and the Respondent (e.g. drug/alcohol counseling, community services, etc.)

RESOURCES

Advisors & Staff

Complex problems require complex solutions. As fraternity men, you are not drug experts and no one expects that of you. We do expect that you will involve outside resources when you have a member that has a problem. Start with a conversation with your Chapter Advisor, Leadership Consultant or national staff member. In some cases, there might be the need to involve the parents. But, understand this is a challenging issue and you need to seek adult advisement for assistance.

Websites & Third-Party Organizations

American Council for Drug Education

<http://www.acde.org>

Cocaine Anonymous

<http://www.ca.org>

Columbia University's Health Advice for Students. Go Ask Alice

<http://www.goaskalice.org>

Drug Help

<http://www.drughelp.org>

Families Anonymous

<http://www.familiesanonymous.org>

Jewish Alcoholics, Chemically Dependent Persons and Significant Others (JACS)

<http://www.jacsweb.org>

Marijuana Anonymous

<http://www.marijuana-anonymous.org>

Narcotics Anonymous

<http://www.na.org>

National Institute on Alcohol Abuse and Alcoholism's College Drinking Prevention

<http://www.collegedrinkingprevention.gov>

National Institute on Drug Abuse

<http://www.drugabuse.gov/drugpages>

National Poison Control

1-800-222-1222

Recovery Schools

<http://www.recoveryschools.org/schools.htm#colleges>