



PHILOSOPHY OF THE ORGANIZATION REGARDING ALCOHOL

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, life long friendship and social experiences. The Fraternity believes that alcohol abuse prevents individual members from realizing their full potential as citizens and from exemplifying these characteristics of brotherhood.

While the moderate and legal consumption of alcohol, in and of itself, does not constitute a problem, the illegal use and abuse of alcoholic beverages is widely recognized as major problem in our society. Seeking to be a responsible member of the higher education community, Pi Kappa Phi is highly concerned about alcohol abuse. Our Fraternity believes very strongly in the betterment of men through our chapters. Our organization upholds the following philosophy specifically related to alcohol.

- The Fraternity expects that our members follow state laws across the United States which have made consumption of alcohol illegal for people under 21 years of age.
- The Fraternity supports and enhances the mission of the institutions where we are present through application of student development theory.
- As a subset of the campus community, the Fraternity collaborates with the host institution to address the problem of alcohol misuse.
- The Fraternity works to address the negative behaviors associated with alcohol misuse and abuse, and not simply the location of those behaviors. As such, Pi Kappa Phi addresses these behaviors with a comprehensive educational approach.
- 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 organization will hold chapters and individual chapter members accountable for the choices they make.
- The Fraternity expects personal responsibility from its members and accountability through local self governance.
- The Fraternity follows a consistent and progressive discipline strategy with our chapters.
- We are concerned for the safety and well being of our members.

PI KAPPA PHI FRATERNITY RISK MANAGEMENT POLICY AS ADOPTED NOVEMBER 2013

The Risk Management Policy of Pi Kappa Phi Fraternity, adopted by the National Council pursuant to Article IV of the Constitution, mirrors the FIPG, Inc. Risk Management Policy, includes the following provisions, and applies to all fraternity entities and all levels of fraternity membership.

ALCOHOL AND DRUGS

1. The possession, sale, use, or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event a reasonable, objective observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city, and institution of higher education and must comply with either the BYOB or third party vendor guidelines.
2. No alcoholic beverages may be purchased through or with chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, including but not limited to kegs or cases, is prohibited.
3. OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity without specific invitation, where alcohol is present, are prohibited.
4. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e. those under legal drinking age).
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.
6. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold, or otherwise provided to those present. This includes any event held in, at, or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
7. No chapter may co-sponsor, co-finance, attend, or participate in a function at which alcohol is purchased by any of the host chapters, groups, or organizations.
8. All recruitment or rush activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.
9. No member or associate member shall permit, tolerate, encourage, or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor, or alcoholic beverages; the practice of consuming shots equating to one's age; "beer pong;" "century club;" "dares;" or any other activity involving the consumption of alcohol that involves duress or encouragement related to the consumption of alcohol.
10. No alcohol shall be present at any associate member activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "Big Brother – Little Brother" events or activities, "family" events or activities, and initiation.

HAZING

No chapter, associate chapter, student, alumnus, or volunteer shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel that is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities that are not consistent with academic achievement; fraternal law, ritual, or policy; the regulations and policies of the educational institution; or applicable state law."

SEXUAL ABUSE AND HARASSMENT

The fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions, activities, or events, whether on chapter premises or an off-site location, that are demeaning to women or men, including but not limited to verbal harassment and sexual assault by individuals or members acting together. The employment or use of strippers, exotic dancers, or similar, whether professional or amateur, at a fraternity event as defined in this policy is prohibited.

FIGHTING AND PHYSICAL ABUSE

The fraternity will not tolerate or condone any form of fighting or physically abusive behavior while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event a reasonable observer would associate with the fraternity.

FIRE, HEALTH, AND SAFETY

1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should post by common phones and in other locations emergency numbers for fire, police, and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
4. The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house is prohibited.
5. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.

WATER FEATURES

The use of self-constructed pools, bodies of water, slip-and-slides, or similar on chapter premises or at any event a reasonable observer would associate with the fraternity is prohibited.

EDUCATION

All student members and associate members shall be instructed on the Risk Management Policy of Pi Kappa Phi Fraternity annually. A copy of the Risk Management Policy is also available on the Fraternity's website.

RISK MANAGEMENT & FRATERNITY RELATED WEBSITES

Fraternal Information & Programming Group (FIPG)

<http://www.fipg.org/>

Willis HRH

http://www.kirklin.com/About_Willis_HRH/

Pi Kappa Phi's Risk Management Resources

<http://www.pikapp.org/RMresources>

ONLINE BLOOD ALCOHOL CONTENT (BAC) RESOURCES

B4UDrink Educator // <http://www.b4udrink.org/virtual-bar>

The B4UDrink Educator is an interactive program which educates the user about how alcohol consumption affects an individual's blood alcohol concentration (BAC) level. The program allows users to estimate their BAC level based on gender, weight, age, the type and number of drinks consumed, and time elapsed at the [Virtual Bar](#).

Blood Alcohol Calculator: Should You Be Driving? // <http://bloodalcoholcalculator.org/>

This site is for entertainment and informational purposes only. The information on this site is NOT LEGAL ADVICE. Your actual blood alcohol concentration depends on a variety of additional factors, like genetic makeup, personal health, and recent food consumption. These results are rough estimates for an average person only. Do not rely on these results to drive or work. Never drink and drive.

Interactive BAC Calculator // <http://www.bac-alcohol-calculator.com/>

ALCOHOL EDUCATION WEBSITES

National Institute on Alcohol Abuse and Alcoholism (NIAAA) // <http://www.niaaa.nih.gov>

NIAAA: College Drinking, Changing Culture // <http://www.collegedrinkingprevention.gov>

CORE Institute: Center for Alcohol and Other Drug Studies //

http://www.siu.edu/departments/coreinst/public_html/

Harvard College Alcohol Study // <http://www.hsph.harvard.edu/cas/Home.html>

Facts on Tap and Your College Experience // <http://www.factsontap.org/default.htm>

U.S. Department of Health and Human Services and SAMHSA's National Clearinghouse for Alcohol & Drug Information // <http://www.health.org/>

Center for Disease Control: National Center for Health Statistics //

<http://www.cdc.gov/nchs/releases/01facts/alcoholuse.htm>

What Do You Need to Know About Alcohol? // <http://alcoholism.about.com/library/?once=true&>

The Century Council // www.centurycouncil.org

ALCOHOL ASSISTANCE RESOURCES

1-800-662-HELP (toll-free) // <http://findtreatment.samhsa.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.

1-800-ALCOHOL

The Alcohol Treatment Referral Hotline provides 24-hour help and referrals for people with concerns about alcohol or drug use.

Campus Assistance Program (CAP) // 1-866-227-3834 // <http://www.caplifelhmsanet.com>

During the 2013-2014 academic year, Pi Kappa Phi Fraternity is again partnering with Campus Assistance Program to provide 13,000 behavioral health counselors across the country to serve the members of the fraternity. This resource provides a 24-hour-a-day access to behavioral health counseling, via online and telephone sessions wherever and whenever they need one - near campus during the semester, at home during breaks and almost everywhere in between. In addition, Campus Assistance Program also provides assistance with stress management techniques, legal counseling and forms, financial counseling and services, life balance resources and online tools and helpful information. Help for our members is just one call away.

TO FIND SELF-HELP & SUPPORT GROUPS

212-870-3400 // www.alcoholics-anonymous.org

Alcoholics Anonymous (AA) is for people who want to stop drinking.

1-800-344-2666 // www.al-anon.org

Al-Anon can help you if you have a friend or relative with a drinking problem.

310-534-1815 // www.adultchildren.org

Adult Children of Alcoholics can help you if you have a parent with a drinking problem.

TO FIND ADDITIONAL INFORMATION

1-800-487-4890 // www.health.org

The National Clearinghouse for Alcohol and Drug Information provides various information and resources.

BACCHUS // www.bacchusnetwork.org

The BACCHUS Network is a collegiate peer education initiative that supports the achievement of students' academic and personal success by building skills in student leaders to address campus health and safety issues.

WHO KILLED JANE DOE?

Jane Doe, age 20, was dead on arrival. Several fraternity members, concerned by her unconscious vomiting, drove her to the emergency room at 2:30 a.m. But even before they pulled into the emergency drive, her breathing had stopped. Successive attempts by the hospital staff to revive her failed.

The sisters of Mu Epsilon were sorry. She had lived in the chapter house for two years. All her sisters knew about her drinking problem and more than a few had escorted/carried her home from past parties and held her hand as she threw-up all night.

Karen, her best friend and pledge mom was sorry. Jane and Karen had decided to get primed for the Alpha Lambda mixer later that evening. Each had done several shots at their favorite campus bar.

The brothers of Alpha Lambda were sorry. The chapter had successfully dodged their National Fraternity's risk management policy all year. No one else on campus was following it, so why should they? Besides, if they didn't provide alcohol and serve minors, no women would come to their parties.

Joe, an Alpha Lambda pledge and designated bartender, was sorry. Nobody ever told him not to serve people that were already drunk. Jane didn't look any drunker than anyone else at the party. Besides, Jane was hanging all over Mike, and a little more beer might have helped him get lucky.

The IFC was sorry. Twelve of the 15 chapters on campus have national risk management policies specifically prohibiting the purchase and serving of alcoholic beverages. The IFC rep from Beta Rho had brought up the idea of a unified IFC Risk Management Policy earlier in the year, but the idea had been voted down.

The Panhellenic Council was sorry. They voted to send flowers to Mu Epsilon to show their support. Men's fraternities are the source of the campus alcohol problem, so the Panhellenic didn't feel like there was much more they could have done.

The local bar staff members Jane and Karen had visited were sorry. They had stamped Jane's hand "underage" but hadn't bothered to monitor bar patrons beyond the front door. Underage dollars made up the largest percentage of their profit and they simply couldn't afford to enforce the drinking age when other bars didn't.

Jane's parents were sorry. She started drinking during her sophomore year of high school. But what could they do? All kids are going to drink with or without their parent's permission.

Who was to blame for the death of Jane Doe?

Rank the nine in order of most to least.

- | | | |
|----|----|----|
| 1. | 2. | 3. |
| 4. | 5. | 6. |
| 7. | 8. | 9. |

Was bystander behavior involved in this scenario? Who could have intervened?

What provisions of the Risk Management Policy did Alpha Lambda violate in this scenario?

What could Alpha Lambda have done to reduce their risk in this situation?

NEXT STEPS FOR THE RISK MANAGER AND EXECUTIVE COUNCIL

1. Do an analysis of their risk management program and practices at the EC meeting following the Ladder of Risk Program. Include the chapter in this discussion.
 - What is your chapter doing right?
 - What is your chapter doing wrong? Understanding what's wrong with the current process makes it much easier to define what a successful process looks like.
 - Identify immediate areas for improvement (i.e. eliminate chapter purchase of alcohol, eliminating drinking games, managing BYOB parties, eliminating under age drinking). Develop goals for each area.
 - Adjust associate member programming as necessary to include social event planning, crisis management planning, etc.
 - What behaviors/practices must your chapter change/improve in order to reduce risks?
 - What assistance do you need from your Leadership Consultant or Director of Alcohol Education to move forward?

2. The Risk Manager and Executive Council complete the following steps in order to put a written Risk Management Plan in place.
 - Complete the document called "Social Event Planning Guide" to establish the correct steps in order to plan an event in compliance with Pi Kappa Phi's Risk Management Policy.
 - Complete the document called "Sample RM Policy and Procedures" to include chapter specific procedures.
 - Complete and post the Crisis Management Plan in your chapter facility and communicate the location to the chapter.
 - Compile all of this information into one document/notebook.

3. Obtain copies of any university, IFC, or Greek risk management policy and event requirement forms. Maintain copies in a risk management file and review for compliance.

4. The Risk Manager partners with Standards Chairman and put in writing how to hold members accountable in regards to risk management. Communicate this information to the chapter.

5. The Risk Manager and Archon are encouraged to share the above information with Dr. Lori Hart (lhart@pikapp.org or 404-816-0111) as well as the Regional Governor, Chapter Advisor, Leadership Consultant and the Ladder of Risk facilitator for feedback.

6. Risk Manager and Archon are encouraged to set up a meeting with the Fraternity professional to review the Ladder of Risk Program, chapter resources, clarify any university related questions related to risk management policy and procedures, etc.

7. Meet with representatives from the Health Center/Counseling Center/University Police that can support education and alcohol event management efforts.

8. Risk Manager should communicate risk management plan (BYOB or Third Party Vendor procedures, officer in charge, etc.) at the chapter meeting prior to a Pi Kappa Phi social event.