

THE LADDER OF RISK

When does the Pi Kappa Phi Risk Management Policy apply?

During any activity or event sponsored or endorsed by the chapter, including those that occur on or off chapter premises.

1 | Don't Break the Law

Pi Kappa Phi members, associate 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.

It's pretty simple: The DRINKING AGE IS 21 in all states, and anyone [a member, associate member, or a guest] who consumes alcoholic beverages underage runs the risk of trouble.

NOTES:

RESOURCES: Social Event Planning Guide
NIC BYOB Guidelines
Event Contract & Third Party Vendor Checklist
Securing & Executing an Event Contract: A Step-by-Step Guide
Ability Experience Events with Alcohol Chapter Resource Guide
NIC 15% ABV Handout

2 | No Illegal Drugs in the Fraternity!

Pi Kappa Phi members, associate 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 fraternity premises or at any activity or event sponsored or endorsed by the chapter.

*This one is cut-and-dry. There is **no tolerance** for chapters who have illegal drugs or controlled substances on chapter premises or at Fraternity events. Pi Kappa Phi uses federal law to determine what is considered an illegal drug or controlled substance. Regardless of the various state laws, the federal law still classifies marijuana as an illegal drug. Therefore, members, associate 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. This includes individuals who have a prescription for medical marijuana.*

NOTES:

RESOURCES: Illegal Drug & Other Controlled Substances Chapter Resource Guide
Prescription Drug Prevention Education

3 | BYOB or Third Party Vendor Hard Alcohol Ban

Alcoholic beverages must either be: (1) provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or (2) 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 premises or at any event, except when served by a licensed and insured third-party vendor.

In addition, at chapter events – any event a reasonable, objective observer would associate with the Fraternity – with alcohol present must follow either the “Bring Your Own [Alcoholic] Beverage” guidelines or must use a third party vendor. Simply put, chapters do not have liquor licenses and therefore cannot provide alcohol.

Alcohol above 15% ABV (Bourbon, Gin, Rum, Vodka, etc.) is not allowed on chapter premises (including your bedroom if you live on chapter premises) or allowed during BYOB events. It can only be served by a third party vendor.

NOTES:

RESOURCES: Social Event Planning Guide
NIC BYOB Guidelines
Event Contract & Third Party Vendor Checklist
Securing & Executing an Event Contract: A Step-by-Step Guide
Ability Experience Events with Alcohol Chapter Resource Guide
NIC 15% ABV Handout

4 | No Bulk Quantities

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).

*In today’s college culture, a bulk quantity of alcohol translates to most observers as an opportunity to binge drink, which creates the risk for things like alcohol poisoning, falls, death, and other injuries. This means that kegs, cases, handles and other mass quantities of alcohol are a **HUGE** risk and liability.*

NOTES:

RESOURCES: Social Event Planning Guide
NIC BYOB Guidelines
Event Contract & Third Party Vendor Checklist
Securing & Executing an Event Contract: A Step-by-Step Guide

5 | No Chapter Purchase

Alcoholic beverages must not be purchased with chapter funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).

THE FRATERNITY IS NOT A BAR, so we shouldn't be in the business of providing alcohol. When we do, we take on a huge risk.

NOTES: _____

RESOURCES: Social Event Planning Guide
NIC BYOB Guidelines
Event Contract & Third Party Vendor Checklist
Securing & Executing an Event Contract: A Step-by-Step Guide

6 | All or Nothing Rule

Pi Kappa Phi may 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.

Any chapter that CO-SPONSORS OR CO-FINANCES an event with other chapters/organizations is equally liable for an incident if any of the other groups purchase alcohol. That means the chapters SHARES THE RISK even if they are following every other part of the Fraternity's Risk Management Policy.

NOTES: _____

RESOURCES: Social Event Planning Guide

7 | No Co-Sponsorship with Distributors

No chapter may co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter event.

The chapter is equally liable if you co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor where alcohol is present, given away, or sold to those present, even if the event doesn't take place in a bar.

NOTES: _____

RESOURCES: Social Event Planning Guide
Event Contract & Third Party Vendor Checklist
Securing & Executing an Event Contract: A Step-by-Step Guide
Ability Experience Events with Alcohol Chapter Resource Guide

8 | No Open Parties

Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter 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 premises or host venue.

In order to further decrease risk, events with alcohol MUST HAVE A GUEST LIST and non-members of the Fraternity must have specific invitations.

Ultimately, it's important for you to know who your guests are! Pi Kappa Phi policy states that attendance at social events with alcohol present should not exceed three guests per member. And must not exceed local fire or building code capacity of the chapter premises or host venue.

NOTES: _____

RESOURCES: Social Event Planning Guide
Security Vendor Checklist

9 | Substance Free Joining Process

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, including but not limited to “bid night,” “Big/Little” events or activities, “family” events or activities, and any ritual or ceremony.

*Any individual expected to make a life-changing choice [accepting a bid] cannot be counted upon to make an educated decision when under the influence of alcohol or drugs. Additionally, if alcohol or drugs is the only selling point the chapter has to potential new members, then it is time for the chapter to rethink why it exists. **ABSOLUTELY NO SUBSTANCES** can be present at any recruitment event or activity or Associate Member Education event or activity. If the focus is Associate Members, then it is a violation of Pi Kappa Phi risk management policy. **THERE CANNOT BE ANY SUBSTANCES INVOLVED WITH THE DEVELOPMENT OF ASSOCIATE MEMBERS**, even if an associate member is of the legal age.*

NOTES: _____

RESOURCES: Social Event Planning Guide
Prevention Plan Template

10 | No Drinking Games

No members, associate members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

Just like bulk quantity, “DRINKING GAMES” ENCOURAGE HIGH RISK DRINKING, which increase the risk of an accident. Members, associate members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games. Chapters that don’t permit, tolerate, encourage, or participate in such antics are taking a huge step down the risk ladder.

NOTES:

RESOURCES: Prevention Plan Template
Sober Monitor & Sober Officer Resource

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.

If there is an allegation of sexual misconduct, domestic violence, dating violence, or stalking involving any member of the chapter, the Archon should immediately call Brooke Kingsley Isbell, Assistant Executive Director of Prevention & Accountability, at (804) 389-4439 for guidance. If Brooke cannot be reached, call Mark E. Timmes, Chief Executive Officer, at (704) 907-8586. The chapter should NOT investigate or adjudicate allegations of sexual misconduct without specific direction from the National Headquarters staff.

NOTES:

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.

NOTES:

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.

If your chapter is wanting to host a recruitment or chapter event at a shooting range, you must apply for a waiver from National Council. Contact Brooke Kingsley Isbell, bisbell@pikapp.org, for more information.

NOTES:

Firearms

The possession and/or use of firearms or explosive or incendiary devices of any kind on chapter premises or during a fraternity event or in any situation sponsored or endorsed by the chapter is prohibited.

NOTES:

STAFF CONTACT INFORMATION

Brooke Kingsley Isbell
Assistant Executive Director of Prevention & Accountability
bisbell@pikapp.org
804.389.4439 (cell)

Jamie Rae Parker
Director of Prevention Education
jparker@pikapp.org
505.620.5335 (cell)

Zack Cockerham
Director of Standards & Accountability
zcockerham@pikapp.org
985.300.4519 (cell)