



PREVENTION IN ACTION: AFTER THE EVENT 2020 EDITION FOUR-WEEK VERSION

SETTING THE STAGE

You have recently been appointed to the Chapter Safety & Accountability Committee. The Executive Council has identified two primary goals for your committee:

1. Help the chapter host safe & successful social events.
2. Hold accountable any members who fail in their obligations to the chapter.

Your committee has the full support of the Executive Council, Standards Board, and Council of Advisors to help the chapter reach the two goals identified above.

SCORING

On the next page, you will be review three scenarios that you learn about after the chapter event. Your committee is tasked with reviewing each scenario, recommending an appropriate sanction, and describing the intended impact of the sanction. Note that assigning no sanction may be an acceptable response.

CATEGORY	POINTS EARNED	POINTS POSSIBLE
Problematic Behavior Identified		6 points
Sanction Recommended		6 points
Intended Impact Described		6 points
TOTAL		18 points

AFTER THE EVENT - THE SCENARIO

After the chapter's Greek Olympics event, the Standards Board Chairman has asked for your committee's help in reviewing three complaints. He has asked that your committee let him know if any of the complaints warrant intervention from the Standards Board and, if so, to recommend a developmental sanction and describe the impact you hope that sanction has on the member.

The Standards Board Chairman reminds your committee that sanctions should be developmental in nature and minimize the chance that the behavior occurs again in the future. Everything else is up to you and your committee.

Complaint Form #1

Date of Report: May 6

Member Filing Complaint: Risk Manager Christopher Franklin

Member Against Whom Complaint is Filed: Brother Alex Withee

Reason for Filing Complaint (attach additional documentation if necessary):

Brother Withee was assigned to be an event monitor but texted the Chapter Safety & Accountability Committee that he would not be able to fulfill his duty on account of being sick. He later came to the event and was observed getting drinks from the bar. When confronted and asked to leave by the Risk Management Chairman, Brother Withee was belligerent. He was escorted out of the event by the Risk Management Chairman and Archon at approximately 11:30pm.

Date of Incident: May 5

Time of Incident: Approximately 11:30pm

Do you believe this behavior to be a violation of Supreme Law, the chapter bylaws, or house rules? If so, what Law(s), bylaw(s), or rule(s)?

- YES Law VIII, Section 9, Paragraph e: "Conduct that reflects negatively upon another brother, a chapter, or the Fraternity."
- Law VIII, Section 9, Paragraph g: "Violation of any provisions of chapter bylaws or house rules."

Do you believe this behavior to be conduct which reflects negatively upon another brother, the chapter, or the Fraternity? This includes behavior which violates common sense/common courtesy to members of the Fraternity or guests/friends of the Fraternity. If so, please explain.

- YES Brother Withee neglected his duties as an event monitor, lied about being sick, attempted to participate in the event that he said he could no longer attend, and - when asked to leave - behaved in a way that is not consistent with Pi Kappa Phi's values or shared standards.

If this is a violation of common sense/common courtesy, have you personally confronted the member about this behavior? If so, what was the outcome? If not, why?

- YES I am the chapter's Risk Manager and I confronted Brother Withee when I saw him at the event. When I asked him to leave, Brother Withee told me "it isn't a big deal" and that I should mind my own business. When confronted by Archon Bruce Thompson, however, Brother Withee left.

Complaint Form #2

Date of Report: May 7

Member Filing Complaint: Brother Trevor Schweitzer

Member Against Whom Complaint is Filed: Brothers Tyler Griffiths, Jed Smith, and Andrew Beals

Reason for Filing Complaint (attach additional documentation if necessary):

Just before the Greek Olympics event, Brothers Griffiths, Smith, and Beals were found pre-gaming with a handle of vodka.

Date of Incident: May 5

Time of Incident: Approximately 8:40pm

Do you believe this behavior to be a violation of Supreme Law, the chapter bylaws, or house rules? If so, what Law(s), bylaw(s), or rule(s)?

YES Law VIII, Section 9, Paragraph b: "Violation of any provision of the Constitution, Supreme Laws, Ritual of the Fraternity, and/or resolutions and policies of the Supreme Chapter or the National Council."

Law VIII, Section 9, Paragraph e: "Conduct that reflects negatively upon another brother, a chapter, or the Fraternity."

Law VIII, Section 9, Paragraph g: "Violation of any provisions of chapter bylaws or house rules."

Law VIII, Section 9, Paragraph j: "Violation of applicable policies and/or laws governing the use, sale, and/or possession of alcohol or other controlled substances."

Do you believe this behavior to be conduct which reflects negatively upon another brother, the chapter, or the Fraternity? This includes behavior which violates common sense/common courtesy to members of the Fraternity or guests/friends of the Fraternity. If so, please explain.

YES Brothers Griffiths, Smith, and Beals acted in a way which reflects negatively on the chapter and the Fraternity by actively choosing to violate Pi Kappa Phi's risk management policy, despite all participating in Ladder of Risk in the fall term.

If this is a violation of common sense/common courtesy, have you personally confronted the member about this behavior? If so, what was the outcome? If not, why?

YES When it was found that Brothers Griffiths, Smith, and Beals were violating risk management policy, I - Brother Schweitzer - confronted them with Risk Manager Christopher Franklin. When confronted, the brothers shared that they did not know about the rules and agreed to pour out their vodka in front of us. They were never disrespectful but the Risk Manager & I both know that they participated in Ladder of Risk last semester. All three brothers should have known that possessing and consuming hard alcohol in the chapter facility is a violation of Pi Kappa Phi's risk management policy.

Complaint Form #3

Date of Report: May 8
Member Filing Complaint: Risk Manager Christopher Franklin
Member Against Whom Complaint is Filed: Brother Zack White

Reason for Filing Complaint (attach additional documentation if necessary):

Late into the Greek Olympics event, Brother White attempted to take his date upstairs. When stopped by an event monitor, Brother White shoved the event monitor out of the way and started walking upstairs. I - Risk Manager Christopher Franklin - saw this and immediately stopped Brother White. When I confronted him, Brother White attempted to punch me. He was quickly removed from the event and the chapter arranged a ride for his date.

Date of Incident: May 5
Time of Incident: Approximately 11:00pm

Do you believe this behavior to be a violation of Supreme Law, the chapter bylaws, or house rules? If so, what Law(s), bylaw(s), or rule(s)?

- YES Law VIII, Section 9, Paragraph b: "Violation of any provision of the Constitution, Supreme Laws, Ritual of the Fraternity, and/or resolutions and policies of the Supreme Chapter or the National Council."
- Law VIII, Section 9, Paragraph e: "Conduct that reflects negatively upon another brother, a chapter, or the Fraternity."
- Law VIII, Section 9, Paragraph g: "Violation of any provisions of chapter bylaws or house rules."
- Law VIII, Section 9, Paragraph i: "Sexual misconduct, including sexual harassment, sexual violence, domestic violence, dating violence, and sexual exploitation."
- Law VIII, Section 9, Paragraph k: "Endangering the health or safety of any person."

Do you believe this behavior to be conduct which reflects negatively upon another brother, the chapter, or the Fraternity? This includes behavior which violates common sense/common courtesy to members of the Fraternity or guests/friends of the Fraternity. If so, please explain.

- YES Brother White attempted to exploit his date, assaulted me, and ultimately threatened not only our chapter but the Fraternity as a whole. He blatantly disregarded the health, safety, dignity, and respect of our brothers and guests.

If this is a violation of common sense/common courtesy, have you personally confronted the member about this behavior? If so, what was the outcome? If not, why?

- YES See above (Reason for Filing Complaint).

ANSWER KEY

When reviewing each group's answers, consider the following:

- Did the group correctly identify all problematic behavior? If so, award 2 points (6 points total).
- Did the group recommend sanctions that address all problematic behavior exhibited by members? If so, award 2 points (6 points total).
- Did the group thoughtfully consider and explain the intended impact of their sanction on the member's future behavior? If so, award 2 points (6 points total).

Complaint Form #1

Problematic behavior exhibited by Brother Alex Withee includes avoiding his responsibility as an event monitor, lying to chapter members, attending the event as a guest instead of as an event monitor, and being belligerent when asked to leave.

Appropriate sanctions might include but are not limited to:

- Censure - a written reprimand for violation of specific provisions of the Code, including a warning that continuation or repetition of prohibited conduct may be cause for additional conduct proceedings.
- Written apology to those wronged.
- Loss of privileges.
- Exclusion from various fraternity activities.

Complaint Form #2

Problematic behavior exhibited by Brothers Griffiths, Smith, and Beals include possessing and consuming hard alcohol on the chapter premises and potentially lying to the Risk Manager and Complainant about their knowledge of Pi Kappa Phi's risk management policy.

Appropriate sanctions might include but are not limited to:

- Warning - notice, oral or written, that continuation or repetition of prohibited conduct may be cause for additional conduct proceedings.
- Censure - a written reprimand for violation of specific provisions of the Code, including a warning that continuation or repetition of prohibited conduct may be cause for additional conduct proceedings.
- Educational sanctions - the completion of education programs or other discretionary sanctions necessary to develop the skills and/or knowledge necessary to prevent future violations.

Complaint Form #3

When the chapter receives this complaint, the Standards Board should NOT investigate. Instead, the Archon should immediately contact Brooke Kingsley Isbell, Assistant Executive Director of Prevention & Accountability, or Emily Feinstein, Director of Membership Accountability, to report the behavior of Brother White.