



PI KAPPA PHI

RISK MANAGEMENT POLICY AS ADOPTED OCTOBER 2024

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

ALCOHOL AND DRUGS

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

1. 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.
2. 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.
3. 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.

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 funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
6. 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.
7. The chapter may not 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.
8. 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.

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

HAZING

Pi Kappa Phi chapters, associate chapters, students, alumni and volunteers must comply with all federal, state, provincial and local laws regarding hazing.

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 property, that causes an individual or group of individuals to do any of the following, regardless of a person’s willingness to participate, the timing and location of the event:

- a. Be coerced to violate federal, state, provincial, local law or Pi Kappa Phi 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 substantial risk of emotional or physical harm, which includes but is 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 social contact or conduct that could result in extreme embarrassment or endure threats of such conduct that result in mental or physical harm.
- e. Endure any other activity that adversely affects the health and safety of an individual, including but not limited to the disruption of academic performance or class attendance, line ups, calisthenics or personal, physical or financial servitude.

SEXUAL MISCONDUCT

The fraternity 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 & BATTERY

In any activity or event sponsored or endorsed by the chapter, including those that occur on or off chapter premises, no chapter, member or guest shall engage in assault and battery, as defined in the state statutes in which the activity or event occurs, or any form of fighting or physically abusive behavior.

The fraternity prohibits any form of organized fighting or physically abusive behavior (e.g., fight nights, boxing tournaments, etc.) while on chapter premises or during a fraternity event or in any situation sponsored or endorsed by the chapter.

FIREARMS, EXPLOSIVE OR INCENDIARY DEVICES

The fraternity 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 and at all fraternity activities or events.

WATER FEATURES

The use of self-constructed pools, bodies of water, slip-and-slides or similar at any event sponsored or endorsed by the chapter, including those that occur on or off chapter property, is prohibited.

RETALIATION

The fraternity prohibits retaliation against members and non-members for reporting, inquiring or cooperating with a report around a violation of Risk Management Policy.

Retaliation is any action, statement, or behavior designed to punish members for reporting violations, cooperating in investigations, deterring members from reporting or seeking guidance and chapter involvement in private healthcare decisions.

EDUCATION

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