

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 and Third Party Vendor Checklist
Securing and 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 that 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 and 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

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.

NOTES:

Sexual Abuse and Harassment

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.

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 the number listed on the Gold Card (980)318-5069. The chapter should NOT investigate or adjudicate allegations of sexual misconduct without specific direction from the National Headquarters staff.

NOTES:

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.

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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.

NOTES:

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.

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 the Prevention Team at prevacct@pikapp.org, for more information.

NOTES:

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.

NOTES:

STAFF CONTACT INFORMATION

Prevention Team
prevacct@pikapp.org