

NATIONAL RISK MANAGEMENT AND ALCOHOL POLICIES

In addition to the Fraternal Information and Programming Group (FIPG) risk management policy, the standard for fraternal risk management policy, our national office has issued a complete Risk Management Policy and Implementation Guide in the Spring of 2009.

Our National Risk Management Policy is as follows:

Risk Management – Rationale

Sigma Beta Rho Fraternity, Inc. is dedicated to a quality fraternity experience and therefore urges brothers and chapters to adopt and implement a comprehensive risk management policy.

The Risk Management Policy is extremely important for a national fraternity as well as the individual chapters of Sigma Beta Rho Fraternity, Inc. A risk management policy provides the chapters, regions and national fraternity with the ability to protect their members, to maintain the high reputation of Sigma Beta Rho, and to assist members in assessing their individual responsibilities.

Risk Management – Alcohol and Drug Policy

All Members of Sigma Beta Rho Fraternity, Inc. shall abide by all applicable liquor control laws of the State or other jurisdiction including Colleges and Universities while participating in a Fraternity event.

Responsibilities

Although the leadership of the fraternity at any specific event, whether local, regional or organization-wide in scope, is responsible for promoting compliance with this policy, every brother of Sigma Beta Rho is expected to assist in ensuring adherence to this policy.

In an effort to maintain and abide by this policy, members shall use the following guidelines:

1. The possession, use and/or consumption of alcoholic beverages while on chapter premises, during an official event, whether local, regional or organization-wide in scope, or in any situation sponsored or endorsed by the chapter or by the fraternity, must be in compliance with any and all applicable state, county, city and university laws or regulations.
2. No alcoholic beverages may be purchased using chapter, new member class or fraternity funds; nor may any member, in the name of or on behalf of the chapter, coordinate the collection of or provide any funds for such a purpose.
3. The possession, sale and/or use of any illegal drugs or controlled substances at any chapter house, fraternity sponsored event or at any event, that an observer would associate with the fraternity is strictly prohibited.
4. All recruitment activities associated with any chapter will be a dry recruitment function.
5. No alcohol shall be present at any new member program.
6. When alcohol is served at fraternity events, one of the following options for conducting the event must be followed:
 1. Service of alcohol on a no host, cash bar basis by a professional bartender, fully covered by liability insurance, is preferred;
 2. A Bring Your Own Bottle (BYOB) event may be held at which only members, new members, and invited guests of legal drinking age may bring and/or consume alcoholic beverages.
7. Regardless of the option chosen, the following provisions shall apply:
 1. No member or new member, individually or collectively, shall purchase for, serve to, or sell alcoholic beverages to any minor (those under the legal drinking age);
 2. Reasonable precautions will be taken by the chapter to prevent the excessive consumption of alcoholic beverages and to prevent the service of alcohol to underage persons by anyone;

3. Members and/or guests who arrive at an event in an intoxicated state shall not be admitted;
4. At each event, there shall be designated non-drinking members;
5. Non-alcoholic beverages shall be provided at each event;
6. The service of alcoholic beverages shall be cut off at a specific time, which shall be established and clearly published in advance of the event;
7. No "drinking games" shall be permitted.

Risk Management – Fire and Health Safety Policy

All premises used for Sigma Beta Rho Fraternity, Inc. operations, prior to, during and following occupancy, must meet all local fire/health codes and standards as well as any applicable federal, state, county and municipal laws, ordinances and regulations.

Risk Management – Hazing Policy

It shall be the responsibility of all members of Sigma Beta Rho Fraternity, Inc. to determine college, university or other legal jurisdiction policy regarding hazing, mental or physical, and to comply totally with such policies.

Guidelines

In an effort to maintain and abide by this policy, members shall use the following guidelines:

1. Because some forms of hazing can involve criminal conduct (such as unwanted physical contact), you must immediately report any such criminal acts to the local law enforcement authorities in addition to Sigma Beta Rho Fraternity, Inc.
2. No chapter shall conduct hazing activities. Hazing activities are generally defined as:

Any action taken or situation created, intentionally or unintentionally, whether on or off fraternity premises, to produce physical or mental discomfort, embarrassment, harassment, or ridicule or possibly cause physical harm or injury.

Such activities include but are not limited to: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; road trips, kidnapping of new members by members, kidnapping of members by new members; consumption of food, beverage or any other substance except in the course of regular meals; late work sessions which interfere with scholastic activities; or any other such activities carried on outside or inside of the confines of the chapter premises; but not limited to blindfolds; engaging in public stunts of buffoonery; morally degrading or humiliating games and activities; and any other activities on the part of members or new members which are not consistent with fraternity law, ritual or policy, or any and all applicable state, county, city and university laws or regulations. Activities which could be construed as quests, treasure hunts, or scavenger hunts that are not pre-approved by the Judiciary Committee will be considered unauthorized events and by their very nature considered hazing.

3. Mental hazing would include, but would not be limited to, the activities and procedures included in the following statement of policy:
 1. There shall be no pre-initiation activities on the day or evening prior to the day of Ritual Initiation that would cause persons to be physically or mentally fatigued;
 2. Activities during the new member education period shall be limited to those which attempt to increase the person's knowledge of the Fraternity and the person's professional intent; these activities must be carried on in a dignified manner and must show proper respect for another person as a professional equal;
 3. At no time during new member education is there to be verbal abuse of an individual, including shouting, screaming and the use of profanity. This includes the use of line-ups as defined in the "Judiciary Operations Manual."

4. The Chapter President, in general, and the Vice President of New Member Education, specifically, are in charge of the chapter's New Member Education Program. If any chapter is reported to be hazing in any way, the President and Vice President of New Member Education will be held personally responsible for the chapter's actions, and may be personally disciplined by the removal of office or suspension of membership. The discipline may be levied by the National President with the consent of the National Executive Board.

The Chapter is also liable for discipline in hazing cases, and the National President may appoint an alumni committee to hear evidence and testimony in such situations. Should the committee find the chapter in violation of the fraternity Policy, it may recommend to the National Executive Board appropriate punishment including suspension of the chapter's charter.

Risk Management – Publication of Inappropriate Material Policy

It is the policy of Sigma Beta Rho Fraternity, Inc. to prohibit its members from producing, publishing, and/or distributing any material, whether written or electronically as text, audio, video, or some combination of all three that could be deemed harmful to the good name and reputation of the Fraternity.

Risk Management – Sexual Harassment Policy

It is the policy of Sigma Beta Rho Fraternity, Inc. that unwelcome sexual advances, requests for sexual favors and other sexually offensive verbal or physical contact will not be condoned or permitted, and may in fact be in violation of state and/or federal law. Nonconsensual sexual physical contact and similar acts are a crime, and you are required to immediately report any such incidents to the local law enforcement authorities in addition to Sigma Beta Rho Fraternity, Inc.

The fraternity will not tolerate or condone any form of sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions that are demeaning to any person, which would constitute Sexual Harassment of any type or form.

Risk Management – Contractual and Financial Issues

No chapter, alumni association, section, or region shall enter into a contract or financial agreements using the specific name of Sigma Beta Rho Fraternity, Inc. Qualifying statements as to which chapter, alumni association or region must accompany all agreements entered into for the purposes of supporting fraternity functions. This includes, but is not limited to, such agreements as leases, contracts, hold harmless agreements, liability releases, account agreements, purchase orders, and hotel or banquet contracts.

Risk Management – Personal Property

Use of personal property in fraternity activities shall be strictly voluntary and the sole responsibility of the owner. Sigma Beta Rho shall not assume liability for personal property used in conjunction with fraternity activities, nor for any damages resulting from said use.

Risk Management – Transportation Issues

Any individual who drives or otherwise provides transportation in conjunction with Sigma Beta Rho Fraternity, Inc. activities shall obey all applicable motor vehicle laws, including, but not limited to, those concerning vehicle safety, vehicle operation, insurance, and the transportation and consumption of alcoholic beverages. Operators will ensure that vehicles are not overloaded and are driven in a safe manner. Rental vehicles shall be operated in accordance with rental contracts. Use of personal vehicles shall be strictly voluntary and the sole responsibility of the vehicle owner/operator. Sigma Beta Rho Fraternity, Inc. shall not assume liability for personal vehicles used in conjunction with fraternity activities, nor for any damages resulting from said use.

Risk Management – General Health and Safety

All activities planned in conjunction with Sigma Beta Rho Fraternity, Inc. shall take into account the health and safety of all participants. Planning of Sigma Beta Rho projects and activities will include appropriate personal safety equipment (ear plugs, eye protection,

gloves, etc.), training (use of tools and equipment), and supervision. All equipment to be used in conjunction with Sigma Beta Rho Fraternity, Inc. activities will be in good working condition and will be used in a safe manner.

Risk Management – Advisors

Advisors and alumni serving Sigma Beta Rho on behalf of their employer or respective volunteer agency (educational institution, youth service organization, etc.) will do so in accordance with the policies of said entity, including but not limited to risk management and personal liability. Advisors and alumni shall adhere to the provisions of this and all applicable policies of the fraternity when engaging in fraternity-related activities. Advisors and alumni shall recognize the appropriate authority of elected or appointed officers, representatives or employees of the fraternity in questions of policy and shall not engage in activities designed to circumvent fraternity policies.

Risk Management – Education

All reasonable efforts will be made to insure each student member, new member, advisor, alumnus, and honorary member shall be instructed on the Risk Management Policy annually. Active Chapters, alumni associations, and regional, and national volunteers will indicate their understanding of and compliance with the Risk Management Policy statement on an annual basis. Organizers of fraternity events will reasonably inform guests (including non-members, alumni, advisors and visiting members) of applicable policies.

Risk Management – Establishment of Individual Chapter Risk Management Policies

The Risk Management Policy is a minimum policy, which the chapters must follow. Chapters will face unique challenges that will require individual attention. They may choose to adopt a policy above and beyond these standards. This policy is intentionally broad, and it is the intent that chapters individualize, through discussion, the policy beyond the scope of the minimum standards.

The major focus is to educate all Brothers in Risk Management. Adoption of this policy will provide a program of education within the chapters, sections, regions, and on a national level.

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