NIC Health and Safety Standards:

From policy to practice, the journey of harm reduction and accountability

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**Presenter Information**

- Archie Messersmith – Bunting
  VP for Campus Operations and Health & Safety
- Will Foran
  VP of Campus Operations

**Roadmap for today**

**NIC: Health & Safety Standards & Guidelines**

- Where we’ve been
- What we’ve learned
- Where we’re going
**Timeline: NIC Health & Safety Standards**

Dec. 2015 – Updated NIC Standards adopted as part of NIC 2.0 Reforms

Dec. 2016 – Announcement and Rollout of Vision for Fraternity Communities

**Vision for Fraternity Communities**

- Foster Community Engagement
- Engender Trust and Confidence
- Address Alcohol Abuse
- Strengthen Membership
- Cultivate Fraternity Men
Dec. 2015 – Updated NIC Standards adopted as part of NIC 2.0 Reforms

Aug. 2017 – New Health and Safety Standards Adopted

Dec. 2016 - Announcement and Rollout of Vision for Fraternity Communities

**NIC Health & Safety Standards**

*Medical Good Samaritan Policy*
A Good Samaritan policy prioritizes health and safety by removing barriers for people to seek help in emergencies.

*Baseline Health & Safety Programming*
Ensure that all fraternities are educating their chapters and members using best-practice programs around health & safety.

*HSI Campus Pilot Program*
Test and assess new alcohol safety measures at several pilot campuses prior to any new conference policies being passed.
Policy prohibiting alcohol above 15% ABV

RESOLUTION (Adopted Aug. 27, 2018):
Each NIC member fraternity will adopt and implement a policy by September 1, 2019, that prohibits the presence of alcohol products above 15% ABV in any chapter facility or at any chapter event, except when served by a licensed third-party vendor.

Chapter facilities and events outside the United States may have one additional year to achieve compliance. Any member fraternity that does not have a business meeting between Sept. 1, 2018, and Sept. 1, 2019, will be granted a one-year extension in adoption.
Policy prohibiting alcohol above 15% ABV

WHY?: Nearly all hazing and over-consumption deaths in the past two years have involved students consuming high-percentage alcohol beverages. The Conference felt it was critically important to act with one voice to effectively implement an industry-wide standard.

IMPLEMENTATION: Each member fraternity is charged with implementing this policy within its chapters.

Dec. 2018 - NIC members adopt uniform Health and Safety Guidelines*

Sep. 2019 - NIC member organizations policy adoption

Jan. 2019 - New >15% ABV resources for IFCs and campus partners launched
HSI Pilot Campuses: What did we learn?

2017-18 HSI Pilot Campuses
Assessment Team and Methodology

Postsecondary Education Research Center (PERC) at the University of Tennessee (UT)

– Survey Data Collection
– Individual Interviews
– Focus Group Interviews
– Institutional Data Review
– NIC-HSI Data Review

Key Findings: Survey Data

• Most IFC members know about rules and regulations regarding alcohol use on campus, a little less than half (44%) support them and a quarter (23%) opposed them.

• Younger members and those from smaller chapters were more likely to know of and support the rules and regulations.

• In general, IFC members do not perceive the social atmosphere on their campus or among fraternities and sororities as much of a problem.
Key Findings: Interviews

- NIC is positioned in more of an advocacy role for membership safety than “the university” or “nationals” as they are a relative unknown entity to most undergraduate members.

- The most critical element of success was the “listening tours” provided by NIC staff.

- “The Why” is important. HSI policy conversations should focus on safety and not prevention.

Campus Climate

- 44% of pilot campus IFC members know about and support rules and regulations regarding alcohol use on campus. This is contrasted with 12% of control campus IFC members.

- 23% of pilot campus IFC members know about and oppose these rules. This is contrasted with 77% of control campus IFC members.
Campus Climate

- 9% of pilot campus IFC members viewed the social atmosphere on campus as a problem. This is contrasted with 31% of control campus IFC members.

- 11% of pilot campus IFC members viewed the social atmosphere among fraternities/sororities on campus as a problem. This is contrasted with 39% of control campus IFC members.

NIC/FSA Key Lessons Learned

- The tri-partner-approach works, but...
- Macro level: this is not “student led” (from the beginning)
- Micro level: follow-up needs to be guided student led
- It takes a *lot* of follow up and (at times) hand holding
NIC/FSA Key Lessons Learned

• Marrying the roll out of new policies together is thorny
  – Watch for the saturation point of your campus
• Your IFC leaders have to be ready to lead
• Involving other councils is vital, but tricky

NIC Alcohol & Drug Guidelines
Why new Alcohol & Drug Guidelines

- FIPG’s purpose was spot on – the rollout was simply not successful.
- How do the letters FIPG relate to students today? Do they even know what they mean?
  - “Fraternity Insurance and Policy Guidelines”
- So many “versions” of FIPG- which one was the “best” best practice guideline?

NIC Workgroup:

- Mark Timmes*, CEO, Pi Kappa Phi
- Clark Brown, NIC
- Lori Hart, Ph.D., Holmes Murphy Fraternal Practice
- Archie Messersmith-Bunting, NIC
- Marc Mores, James R. Favor & Company
“Those who fail to learn from history are condemned to repeat it.”

– Winston Churchill

• By September 1, 2019, NIC member organizations will evaluate their documents to determine if their documents are consistent with the following guidelines.
• As autonomous and self-governing entities, member organizations have the latitude to codify these guidelines in a way that is consistent with their organization’s nomenclature, operations, programming, etc.
  – For example, if a guideline contains an explanatory or parenthetical phrase that an organization does not need or wants to state differently, that is acceptable.
Member organizations are responsible for enforcing their own policies; the NIC does not play a role in policy enforcement.

In any activity or event sponsored or endorsed by the [chapter/organization], including those that occur on or off [organizational/chapter] premises:

NIC Guideline 2017 FIPG Guidelines
**NIC Guideline**

In any activity or event sponsored or endorsed by the [chapter/organization], including those that occur on or off [organizational/chapter] premises:

**2017 FIPG Guidelines**

1. ...in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity.

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**Obey the law**

The [chapter/organization], 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.

4. No members, collectively or individually, should purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).
Illegal drugs & controlled substances

The [chapter/organization] 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 [organizational/chapter] premises or at any activity or event sponsored or endorsed by the [chapter/organization].

5. It is recommended that the possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity be prohibited.

Distribution of alcoholic beverages at events

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

1b ...and should comply with either the BYOB or Third Party Vendor Guidelines. BYOB is defined as one (1) six-pack of 12-ounce beers or one (1) four pack of wine coolers brought by a member or guest who is legally able to consume an alcoholic beverage.
**No common source**

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).

2b. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is discouraged.

**No purchase of alcohol using member/guest funds**

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

2a. No alcoholic beverages should be purchased through or with chapter funds nor should the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter.
Co-sponsorship of events with alcohol

A [chapter/organization] must 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. No chapter should co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.

Co-sponsorship with event promoter/alcohol distributor

A [chapter/organization] must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a [chapter/organization] may rent a bar, restaurant, or other licensed and insured third-party vendor to host a [chapter/organization] event.

6. No chapter should co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present could be conducted or co-sponsored with a charitable organization if the event is held within the provisions of the organization and college or university policy.
#AdvanceU

**Use a guest list when alcohol is present**

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

3. OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, are not recommended. Any event with alcohol present that can or will be associated with an entity of a fraternity should require a guest list prepared 24(twenty-four) hours in advance of the event. It is recommended that a list of those who attend be maintained for several years.

#AdvanceU

**Dry recruitment & new member activities**

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 into an organization, including but not limited to “bid night,” “big/little” events or activities, “family” events or activities, and any ritual or ceremony.

8a. All recruitment or rush activities associated with any chapter should be non-alcoholic.

10. No alcohol should be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with “bid night,” “big brother—little brother” events or activities, “big sister—little sister” events or activities, “family” events or activities and initiation.
Rapid consumption of alcohol

The [chapter/organization], members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

9. No organization or member or pledge, associate/new member or novice should permit, tolerate, encourage or participate in “drinking games.” The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one’s age, “beer pong,” “century club,” “dares” or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.

What about the other sections of FIPG?

- Hazing
- Sexual Abuse & Harassment
- Fire, Health & Safety sections
- Education
What do we do? How do we do this?

• There is not one approach that will work for all campuses.
• There is no cookie cutter “just do this, and then this, and then this...” and you will be successful.
• There isn’t a “ten step guide to success”.

Welcome to the world of change management.

To do:
1. Reflect first
2. Listen, a lot
3. Plan, even more
4. Then start

New Resources
IFC Change Management Readiness Self Assessment

The goal and purpose of this self-assessment is to help your IFC Board create your plan for implementing a new hard alcohol policy for your fraternity community. But as opposed to just giving you cookie-cutter steps of how you might do that, this assessment guides you through a process of first being ready to begin a plan and then leads you to the place to create the change plan for your community.

This tool is best to be worked through as an exec board team, including your IFC advisor. Please be honest with your conversations and with how you feel personally, your opinion is just as valid as the

Components in the readiness assessment

- Individual and team philosophical buy-in
- Creating your team “why” for this change
- How will accountability occur?
- Preparing for success
  - Policy/Bylaw updates
  - Education for all stakeholders
  - Stakeholder buy-in, communication plan
  - Coalition building
- Making your plan
Harm Reduction or Policy Compliance... or both

Harm Reduction vs Member Safety vs Risk Management

Harm Reduction: working to stop people from dying or being injured from things that are preventable.
In order to truly live in a space of harm reduction...

...you first have to accept that humans will make choices that put themselves in harm’s way no matter what policy or procedure you put in place on your community.

“The point of harm reduction is to put rules in place for the rule followers and then bumper rails in place for those that choose to live their life outside the box.”

What is more important?

Progress
or
Perfection
or
Both
If our IFC or community is growing into policy compliance...

• “I’m not co-signing on your BS, but I will help you develop a safer plan.”
  – Meaning, “This will never work here” is off the table.
• If the plan is one of harm reduction: communicate, communicate, communicate
  ➢ Harm reduction/prevention work is safer - but still a policy violation.

Final Thoughts

• Discuss the “why” behind needing to move the campus community to a safer place.
• Review the Alcohol & Drug Guidelines with your IFC men.
  – Remind them that their National Organizations/Institutions can have policies that are stricter if they so choose.
• What would a harm reduction/prevention approach look like on your campus/with your IFC?
Questions & Answers

Thank you for Participating