

**PHI DELTA CHI PHARMACY FRATERNITY**  
**Policy 58-2-5: Risk Management**

The Risk Management Policy of the Phi Delta Chi Pharmacy Fraternity includes the provisions that follow and shall apply to all fraternity entities and all levels of fraternity membership.

**ALCOHOL AND DRUGS**

1. The possession, use and/or consumption of ALCOHOLIC BEVERAGES, while on Chapter premises, during an official fraternity event, or in any situation sponsored or endorsed by the Chapter, must be compliant with all applicable laws of the state, province, county, city and university.
2. No alcoholic beverages, in any quantity, may be purchased through the chapter treasury nor may the purchase of the same for Brothers or guests be undertaken or coordinated by any Brother in the name of or on behalf of the Chapter during an official fraternity function.
  - a. Alcoholic beverages may be available at an official fraternity event under the conditions that a licensed bartender be retained (or a venue who provides a licensed bartender) who assumes liability for acquisition and dispensing of alcoholic beverages and university approval has been obtained for the event.
3. No Chapter Brothers, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal “drinking age”).
4. No Chapter or Brother shall possess, use, sell, or facilitate distribution for non-medical purposes any controlled substances (including marijuana) or other mind altering substances while on Chapter premises, during any Chapter event, or at any event or activity that an observer may associate with the Fraternity.
5. No Chapter may co-sponsor an event with an alcohol distributor, charitable organization, or establishment generating more than half of annual gross sales from alcohol; where alcohol is given away, sold, or otherwise provided to those present unless the conditions stated in items #2 and #8 are satisfied.
  - a. This includes any event held in, at or on the property of an establishment as defined above for purposes of fundraising. However, a Chapter may rent or use a room or area in such an establishment 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 may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
6. No Chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host Chapters, groups, or organizations, unless the conditions stated in items #2 and #8 are satisfied.

7. All recruitment and candidate activities associated with any Chapter will be a DRY function. No Brother, Candidate, or Recruit may consume alcohol or any other mind-altering substance for non-medical purposes, including any controlled substances or marijuana, before or during any event involving Recruits or Candidates.
8. OPEN PARTIES where alcohol is present, meaning those with unrestricted access (e.g., kegs, party balls, punch bowls, open bars, etc. even if brought or paid for by individuals) by individuals who are not Brothers of the Fraternity, without specific invitation, shall be prohibited.
9. No Brother shall permit, tolerate, encourage or participate in drinking “games” or any other activity involving the consumption of alcohol which involves duress or encouragement at official fraternity functions.

## **DISCRIMINATION**

Phi Delta Chi, being a professional co-educational, fraternal organization holds high ideals and expectations for each Brother. Phi Delta Chi will conform to the spirit as well as the letter of all applicable laws and regulations enacted and upheld by the United States of America. Phi Delta Chi is committed to providing an environment that is free from discrimination on the basis of race, color, religion, creed, national origin, ancestry, disability, gender, sexual orientation, marital status, or age in any phase of its recruitment, admission process, educational programs or activities. Phi Delta Chi’s policy on this matter is as follows:

- Strictly follow procedures that will ensure equal opportunity for all people without regard to race, color, religion, creed, national origin, ancestry, disability, gender, sexual orientation, gender identity, medical condition, or age;
- Achieve understanding and acceptance of Phi Delta Chi's Risk Management Policy by all Brothers, Colleges, Universities, and within the profession of pharmacy;
- Thoroughly investigate instances of alleged discrimination and take corrective action if warranted;
- Be continually alert to identify and correct any practices by Brothers that are at variance with the intent of the Risk Management Policy.

Phi Delta Chi believes that commitment to principles of fairness and respect fosters and promotes a climate that is favorable to the free and open exchange of ideas as well as to the overall advancement of pharmacy and its allied interests. Phi Delta Chi seeks to reach out as widely as possible to attract the ablest individuals as students, pharmacists, and life-long Brothers. For these reasons, decisions at any level within the Fraternity in regards to all matters will be made based on an individual’s qualifications to contribute to the mission, vision, and values approved by the Grand Council of Phi Delta Chi.

## **SEXUAL ABUSE**

The Fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its Brothers, Candidates, or Recruits, whether physical, mental or emotional. This is to include any actions, activities or events, whether on chapter premises or an off-site location which are demeaning to

any individual, including but not limited to verbal harassment, sexual misconduct, or sexual assault. The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event as defined in this policy is prohibited.

### **HAZING**

No Chapter shall conduct hazing activities. Hazing activities are defined as: “Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical or psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the Chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution.”

### **MEMBER RELATIONS**

Due to the sensitive nature of the relationship between potential members (defined as Recruits or Candidates) and Brothers, the following considerations must be kept:

1. The relationship between Brothers and potential members, although personal in nature by definition, must maintain a level of professionalism and respect by upholding the principles of human dignity at all times.
2. Candidates are expected to maintain the highest level of regard for the values of our Fraternity at all times in order to be considered for membership. Reckless or illegal behavior and conduct unbecoming of a Brother by potential members is never condoned or allowed.
3. Brothers must refrain from any language, gesture or activity that a reasonable person may perceive as encouraging or coercing, whether intentional or not, any prospective member into drinking alcohol or using any other mind-altering substance for non-medical purposes, whether formally or informally connected to Fraternity events or activities.

### **REPORTING OF ALL INITIATION DATES**

All collegiate Chapters will be required to report all upcoming initiation dates to the Grand Vice President for Collegiate Affairs (GVPCA) at least 30 days in advance. For those collegiate Chapters with a limited number of candidates unable to attend the reported initiation whereby the Chapter elects to hold a make-up initiation will be reported at the time of initial reporting. For those collegiate Chapters on probation with sanctions requiring the attendance of a Grand Officer, the attendance of a Grand Officer will be subject to the discretion of the Executive Council. Stand-alone initiations of graduate Brothers are not subject to this policy. Failure to report initiation or make-up initiation dates will be treated as a violation of this policy.

### **ONLINE POSTING AND PORTRAYAL OF PHI DELTA CHI**

The leadership of the Fraternity cannot actively monitor online content of networking sites and is not responsible for any messages posted. These messages express the views of the author of the message, not necessarily the views of this Fraternity or any entity associated with this Fraternity. Brothers are solely

responsible for the content that they post online or transmit electronically to other Brothers. Any Brother who feels that a posted message is objectionable is encouraged to contact the National Office immediately.

1. **Content:** Brothers shall not post any material within any forum that is knowingly false and/or defamatory, inaccurate, abusive, hateful, harassing, threatening, invasive of a person's privacy, or otherwise in violation of any law. Brothers shall not use these services to post any material that is knowingly obscene, vulgar, profane, sexually oriented, or may otherwise bring shame or reproach upon the Phi Delta Chi Pharmacy Fraternity. It is strictly forbidden to use inappropriate language or share sensitive fraternity information (such as discussion of rituals or information revealed to Brothers through *Ritual*) on any publicly-accessed domain.
2. **Copyright:** No Brother shall post any copyrighted material unless the copyright is owned or appropriately licensed.
3. **Indemnification:** Phi Delta Chi Pharmacy Fraternity does not endorse and has no control over online content. Brothers agree to indemnify and hold harmless the Phi Delta Chi Fraternity with respect to any claim based upon transmission of their message(s). Phi Delta Chi makes no warranties, expressed or implied, as to the content or to the accuracy and reliability of the content or any material or information that is transmitted by Brothers. Phi Delta Chi Pharmacy Fraternity also reserves the right to reveal a Brother's identity (or required information known about the Brother) in the event of a complaint or legal action arising from any message posted by a Brother.

### **MASS COMMUNICATION**

Distribution of a fraternal mailing list is prohibited unless approved by the Executive Council. The Fraternity mailing list shall only be used for chapter or fraternity business; any other use is strictly forbidden. It is forbidden for any fraternity member or non-member to contact the entire fraternity membership or any sub-group of the master membership database (mail or email) to canvas opinions or seek support on any subject without the permission of the Executive Council.

### **GENERAL HEALTH**

All activities planned in conjunction with Phi Delta Chi shall take into account the health and safety of all participants. Planning of Phi Delta Chi 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 Phi Delta Chi activities will be in good working condition and will be used in a safe manner.

### **FIRE, HEALTH AND SAFETY**

1. All Chapters with established Chapter houses shall:
  - a. Prior to, during, and following occupancy, meet all local fire and health codes and standards.
  - b. Have posted emergency numbers for fire, police and ambulance and must have posted evacuation routes on the back of each door of each sleeping room.
  - c. Shall comply with engineering recommendations as reported by their insurance company.

2. Candles should only be used under controlled circumstances such as initiation, with preference given to electronic candles.

### **TRANSPORTATION/AUTOMOBILE USAGE**

1. For events which are not held at or within walking distance from campus, it is recommended to use of a form of mass transportation such as charter buses, professional drivers, limousine services, taxis, ridesharing services, etc. to transport Brothers for such events, and particularly for events where alcohol may be consumed.
2. Any individual who provides transportation in conjunction with Fraternity activities does so at their own risk and is responsible for their own conduct. No Brother shall be required to provide transportation and any Brother who provides transportation shall do so only if it is voluntary. Use of personal vehicles shall be strictly voluntary and the sole responsibility of the vehicle owner/operator.
3. Brothers shall obey all applicable motor vehicle laws, including, but not limited to, those concerning vehicle safety, vehicle operation, financial responsibility and/or insurance, and the transportation and consumption of alcoholic beverages.
4. Operators shall ensure that vehicles are properly maintained, not overloaded, and are operated in a safe manner. Rental vehicles shall be operated in accordance with rental contracts.
5. Financial Responsibility laws generally impose responsibility for accidents on the Driver or Owner of vehicles.
  - a. The Fraternity assumes no responsibility or liability and provides no insurance to Drivers or Owners of vehicles for accidents or injuries, or for any damages to vehicles not owned by the Fraternity that may be used in conjunction with Fraternity activities.

### **ADVISORS**

Advisors serving Phi Delta Chi will do so in accordance with the policies of the Fraternity and their institution, including but not limited to risk management and personal liability. Advisors shall adhere to the provisions of this and all applicable policies of the Fraternity when engaging in fraternity-related activities. Advisors 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.

### **EDUCATION**

Each collegiate and alumni Chapter shall annually instruct its students and alumni in the Risk Management Policy and Risk Management Investigation and Enforcement Policy. Additionally, all students and key volunteers shall annually receive a copy of the aforementioned policies and a copy of the policies shall be available on the Fraternity website.

## **QUESTIONS REGARDING LIABILITY**

All questions regarding liability should be referred to the Executive Director. When questions pertaining to fraternity functions exist, they must be submitted to the Executive Director at least fourteen days prior to the function.

## **IN THE EVENT OF A RISK MANAGEMENT ALLEGATION**

In the event of a risk management allegation by an individual, group or institution, the Brother or Chapter should notify the Executive Director within 24 hours. All allegations of violation of this policy will be investigated per the Risk Management Investigation and Enforcement Policy found on the Fraternity's website.