

## Risk Management Examples

### ALCOHOL AND DRUGS

- Example 1: A particular Chapter hosted a rush event that was advertised on Facebook to allow drinking of alcohol
- Example 2: One Chapter had drinking occur at Chapter House. Noise violation was called in and police arrived. A Brother who was underage was found to be consuming alcohol.

### HAZING

- Example 1: Pledges were asked to stand in a line and to verbally give reason why they wish to become a Brother. Current active Brothers laughed and ridiculed pledges for their answers
- Example 2: Pledges were quizzed about the Fraternity or recent class material and if answered incorrectly, were required to carry around a 3,000 page book and were instructed to bring to an active Brother whenever they wanted.
- Example 3: **One chapter had pledges ask actives to sign their books and they were required to have all active signatures by a specific date. Actives were asking pledges to complete a task in order for them to be willing to sign their books.**
  - This is another example of requiring pledges to do activities that are not expected of Brothers. If pledges and Brothers are both required to carry signature books, this is not hazing. However, if pledges are required to carry signature books when Brothers are not required to carry signature books, this is considered hazing. Also, if Brothers are required to complete inappropriate tasks to obtain a signature from a Brother, this would also be considered hazing. This actually occurred, and National Officers were required to travel to the school of pharmacy to investigate.
- Example 4: **Chapter requires pledges to dress professionally during the pledge process**
  - This is an example of requiring pledges to do activities that are not expected of Brothers. If pledges and Brothers dress professionally, this is not hazing. However, if pledges are required to dress professionally when Brothers are not required to dress professional, this is considered hazing. This actually occurred, and National Officers were required to travel to the school of pharmacy and investigate.
- Example 5: **A Chapter requires pledges to participate in a scavenger hunt to collect item needed for initiation.**
  - Having pledges participate in scavenger hunts of any kind, while possibly fun to organize and participate in, is hazing and should be discontinued immediately. We have heard of multiple chapters, in their initiation traditions, use a pledge scavenger hunt to gather initiation items. These traditions should be stopped immediately.
- Example 6: **Informal initiation night/local traditions**
  - The only initiation that should ever take place is that which is outlined in the Ritual and it should ONLY be carried out exactly as written. Any informal initiation programs that your Chapter has should be discontinued immediately.

Any “traditions” your Chapter may have that are added into our Ritual should be immediately removed.

- o Resolution: Hell-night or informal initiation events could be replaced with team-building events or ones that promote Brotherhood bonding. Service events, social events (laser-tag), camping trips, are some possible alternatives. Ask the group for suggestions along these lines.
- Example 7: **Standing in structured lines or Line-Ups**
  - o Requiring pledges to line-up for questioning has been included as part of informal initiations and the pledging process by some Chapters. This is outside of the Pledge Manual and Ritual and should be stopped immediately. Yes, we had to travel to a school to investigate.

#### SEXUAL ABUSE

- Example 1: As part of the pledging process, pledges were interviewed by active Brothers in order to analyze if their intention to join the organization was justified. An active Brother had asked a pledge an inappropriate question regarding who they thought was the most attractive Brother and who they’d like to have relations with

#### FIRE, HEALTH AND SAFETY

- Example 1: During one Chapter’s initiation, a Brother stated to a pledge, “Don’t worry, we won’t kill you.”
  - o This is an example of an inappropriate comment made during an initiation ceremony. This was really said and yes, the National Officers had to investigate and travel to the Chapter to assess.

#### EDUCATION

*Under the risk management policy, education refers to the policy itself, not to Fraternal education. As stated in the policy:*

- o “Each Collegiate Brother and pledge shall be instructed annually on the Risk Management Policy of the Phi Delta Chi Pharmacy Fraternity.”

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

- Example 1: An active Brother was wearing Phi Delta Chi letters while giving inappropriate hand gestures to the camera. Several photos were taken with different active Brothers. This album was uploaded onto Facebook.