

UNIVERSITY OF CONNECTICUT

Fraternity & Sorority Life

RISK MANAGEMENT POLICY

Purpose: The purpose of the University of Connecticut Fraternity and Sorority Risk Management Policy is to provide concise risk management standards for chapters and councils at a campus level. This policy shall be supplementary to state, town, and University of Connecticut regulations and policies, as well as requirements of the inter/national organization of each individual chapter. Chapters are expected to comply with all relevant policies. The Fraternity and Sorority Risk Management Manual provides additional resources, details, and support for understanding and adhering to this policy. Significant portions of this policy were taken from the Fraternal Information and Programming Group (FIPG) Risk Management Policy (www.fipg.org).

Enforcement

- 1) This policy is considered an official University policy. Therefore a violation of this policy is also a violation of *The Student Code*. As a result, any incidents constituting potential violations of this policy will be documented, referred to, and resolved jointly by the Office of Community Standards and the Office of Fraternity and Sorority Life (OFSL).
- 2) Student conduct procedures are outlined and can be viewed in [The Student Code](#).
- 3) Communication regarding any alleged policy violation will be with the fraternity or sorority chapter president.
- 4) Chapters found responsible for violating this policy may be sanctioned to meet with the Fraternity and Sorority Peer Standards Board as a result of Community Standards student conduct proceedings. This Board is charged with determining appropriate outcomes, interventions, and educational initiatives designed specifically to address problematic behavior or harm caused by the violating chapter.
 - a) The Board is made up of 10 undergraduate fraternity and sorority members. One of these members serves as the Chair of the Board.
- 5) Alleged violations of this policy may be referred to the OFSL and Community Standards through a variety of sources and means. Any individual wishing to report an alleged violation may complete the online reporting form: <http://www.greeklife.uconn.edu/>.
- 6) Whenever possible, the OFSL will work to notify and communicate with graduate and alumni/ae advisors in addition to staff and representatives from inter/national organizations regarding an alleged violation, student conduct proceedings, and outcomes.
- 7) Each chapter shall implement internal conduct processes to hold members accountable to all applicable policies. This expectation is also communicated in the Project Arête Accreditation Program as a chapter requirement.

Alcohol & Drugs

- 1) Individual members and chapters are responsible for ensuring that the possession, use and/or consumption of alcoholic beverages during a fraternity or sorority event, in any situation

- sponsored or endorsed by the chapter, or at any event an observer would associate with the chapter, is in compliance with any and all applicable laws and policies of the state, town and [University of Connecticut](#) as well as those of the respective inter/national organization.
- 2) Unless otherwise permitted by inter/national policy, chapters shall hold events at third party venues (e.g. clubs, restaurants, hotels, etc.).
 - 3) Chapters must submit a completed *Alcohol Event Notification* (AEN) form to the OFSL at least 48 hours before any chapter event at which alcohol is present. The AEN can be downloaded from UContact, and requires the signature of the president, risk manager and social chair of each sponsoring chapter. Consistent with the AEN:
 - a) A complete and accurate typed guest list must be included with the AEN at the time it is submitted. The guest list shall represent all members and guests who will be in attendance at the specified event. A copy of this guest list shall be used at the event to ensure the event remains open only to guests scheduled to attend.
 - b) At least three event monitors must be specified on the AEN who have been assigned by each sponsoring chapter. Event monitors will not consume alcohol or illicit substances at the event and should help ensure safe decisions are made at the event. Additionally, new/associate members should not be assigned to act as monitors.
 - c) Chapters must plan for safe and appropriate transportation (e.g. buses) for any events at which alcohol is present for all members, new/associate members, and guests. For chapters with an inter/national policy that supports sober driving programs, the names of at least three sober drivers per chapter must be listed on the AEN. For chapters required to provide transportation (i.e. buses), the names of at least three bus monitors per chapter must be listed on the AEN.
 - 4) No alcoholic beverages may be purchased through or with chapter funds nor may 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. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited. No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the chapters, groups, or organizations.
 - 5) Chapters are prohibited from hosting open parties where alcohol is present, meaning those with unrestricted access by non-members of the chapter.
 - 6) Proof of age is required to enter any chapter-sponsored event when alcohol is present and host chapter(s) must have a method to designate those of legal drinking age (e.g. stamp, wristband). This method may be coordinated in conjunction with a third party vendor.
 - 7) No members, collectively or individually, shall purchase for, serve to, or sell beverages to any person who is not of legal drinking age.
 - 8) No chapter may co-sponsor an event with an alcohol distributor or tavern where alcohol is sold, given away, or provided to those present. Tavern is defined as an establishment that generates more than half of the annual gross sales from alcohol. This includes any event held in, at or on the property of a tavern as defined above for the 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.
 - 9) Chapters must provide food and non-alcoholic beverages at events where alcohol is present.
 - 10) No chapter shall include alcohol in their service or philanthropy events.
 - 11) All recruitment activities associated with any chapter will prohibit the use of alcohol and other drugs. No recruitment activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.
 - 12) No alcohol or other drugs shall be present at any new/associate member program or activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "big brother/sister-little brother/sister" events or activities, "family" events or activities, and initiation.

- 13) No member or new/associate member shall permit, tolerate, encourage or participate in “drinking games” or any activity that encourages rapid consumption of alcohol at chapter events.
- 14) The sale, possession, or use of illegal drugs or controlled substances while on chapter premises or during a chapter event or at any event that an observer would associate with the chapter is strictly prohibited.

New/Associate Member Education & Hazing

- 1) No chapter, colony, student or alumnus/a shall conduct or condone hazing activities.
- 2) The University of Connecticut defines hazing as “an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. The express or implied consent of the victim will not be a defense. Apathy or acquiescence in the presence of hazing are not neutral acts; they are violations of this rule.” *The Student Code* ([Part III.B.6.](#)). Chapters are required to abide by the Connecticut State Hazing Law, the University of Connecticut Hazing Statement, and the policy of their inter/national organization.
- 3) In accordance with the Fraternity and Sorority Project Arête Accreditation Program, chapters should actively educate and inform the chapter, including new/associate members, about hazing. The accreditation program specifically outlines the following:
 - a) During each semester in which a chapter brings in new members the chapter must sign and return the *Anti-Hazing Contract*.
 - b) During each semester in which a chapter brings in new members the chapter must have new members sign and return the *New Member Rights & Responsibilities Form*.

Sexual Abuse & Harassment

- 1) No chapter will tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions, activities or events, whether on chapter premises or an off-site location, demeaning to another human being including but not limited to verbal harassment and sexual assault by individuals or members acting together.
- 2) The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a chapter event is prohibited.

Fire, Health and Safety

- 1) Chapters living in Husky Village must adhere to any safety standards outlined by the Department of Residential Life.
- 2) All chapters shall ensure their facilities meet all local fire and health codes and standards for which they are responsible.
- 3) All chapter facilities shall post by common phones and in other locations emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
- 4) The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter facility are prohibited.

This Policy shall be reviewed annually and revised as necessary by OFSL staff to remain current with new standards of practice as recommended by the University, inter/national organizations and FIPG.