

# Fraternity and Sorority Risk Management Policy

*Last Modified: August 2016*

The purpose of the University of Connecticut Fraternity and Sorority Risk Management Policy is to provide concise standards at the campus level in an effort to ensure the safety and well-being of our students and others. This policy shall be supplementary to policies of the University, the inter/national fraternity or sorority, and all federal, state, and local laws. Significant portions of this policy were adapted from the Fraternal Information and Programming Group (FIPG) Risk Management Policy ([fipg.org](http://fipg.org)). All fraternity and sorority Chapters and Councils are expected to comply with all relevant policies. The Office of Fraternity and Sorority Life (OFSL) provides additional resources and support for understanding and adhering to this policy. Violation of this policy by any Chapter, Council, or individual is a reflection of the fraternity and sorority community and can have a negative impact on the entire UConn community. It is our hope that everyone will think before they act.

***As registered student organizations at the University of Connecticut, fraternities and sororities are also subject to all University policies for registered student organizations.***

## Responsibilities & Procedures

1. A violation of this policy may be a violation of [The Student Code](#). Incidents constituting potential violations of this policy will be documented, referred to, and resolved through the Student Organization Conduct Violation Procedures. These procedures are outlined in the Department of Student Activities [Blueprints Manual](#) (Chapter 5) for student organizations.
2. Student organizations are required to submit an Off-Campus Activity Notification form and participate in advising for any activity that includes alcohol, underage minors, off-campus travel, lodging, or fundraising/cash handling.
3. Communication regarding any alleged policy violation will be primarily with the fraternity or sorority Chapter president. Whenever possible, the OFSL will work to notify and communicate with Chapter advisors (alumni/graduate) in addition to staff and representatives from inter/national organizations, and campus advisors (faculty/staff) regarding an alleged violation, student organization conduct proceedings, and outcomes.
4. Alleged violations of this policy may be referred or reported to OFSL and the Office of Community Standards. Any individual wishing to report a concern or alleged violation may do so via the OFSL website ([greeklife.uconn.edu](http://greeklife.uconn.edu)).
5. Each Chapter shall send representatives to OFSL sponsored risk management education and training programs as required by the OFSL each semester, annually review the *Fraternity and Sorority Risk Management Policy* with its members, and implement internal processes, in adherence with inter/national organization procedures, to hold its members accountable to all applicable policies. OFSL staff is available to help in the development and enforcement of internal processes upon request.
6. Each fraternity or sorority shall submit a copy of its certificate of insurance, and inter/national and/or local risk management policies to OFSL annually. These policies will be kept on file and used to enhance the advising process.

## Alcohol & Drugs

In addition to the policies listed below, Chapters should refer to the Department of Student Activities Policy for Registered Student Organization Activities: Events with Alcohol ([solid.uconn.edu](https://solid.uconn.edu)).

1. The sale, possession, or use of illegal drugs or controlled substances while on Chapter premises or during a Chapter event or any event that an observer would associate with the Chapter is strictly prohibited. This includes both closed (members only) and open (public) events.
2. 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. Furthermore, Chapters are expected to uphold all policies of their inter/national organization as well.
3. Any Chapter event, at which alcohol is present, must comply with its inter/national organization policies and either BYOB or Third Party Vendor (e.g. clubs, restaurants, hotels, etc.) guidelines as outlined in the *FIPG Risk Management Manual*.
4. Chapters must submit an Off-Campus Activity Notification form to the Department of Student Activities at least 14 calendar days prior to any Chapter event at which alcohol is present. Questions regarding this process can be directed to [offcampusevents@uconn.edu](mailto:offcampusevents@uconn.edu).
5. 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.
6. Chapters are prohibited from hosting open parties at which alcohol is present, meaning those with unrestricted access by non-members of the Chapter.
7. Proof of age is required to enter any Chapter-sponsored event where 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 venue or licensed private security company.
8. No members, collectively or individually, shall purchase for, serve to, or sell beverages to any person who is not of legal drinking age. Additionally, the host Chapter(s) should not knowingly allow under-aged guests to consume alcohol at their event.

9. 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 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.
10. Chapters must provide food and non-alcoholic beverages for guests throughout any event at which alcohol is present at no additional cost to the guest. Eating, particularly high protein foods such as cheese and peanuts, helps to slow the absorption of alcohol into the circulatory system and can reduce intoxication. This practice encourages responsible drinking behavior and safety for all guests.
11. No Chapter shall include alcohol in their service or philanthropy events.
12. All recruitment activities associated with any Chapter will prohibit the use of alcohol. No recruitment activities associated with any Chapter may be held at or in conjunction with an alcohol distributor or tavern as defined in this policy.
13. No alcohol 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/little,” “family,” and initiation.
14. 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.

## **Fire, Health & Safety**

The University recognizes the value and positive impact that a shared residential experience can have on learning and strengthening bonds among fraternity and sorority members when done safely.

1. Chapters living in Husky Village or other University owned housing must adhere to the [Housing Contract](#) any safety standards outlined by the Department of Residential Life.
2. All Chapters shall ensure their facilities meet all local occupancy, fire and health codes and standards for which they are responsible. This further includes parties and other events held at off-campus, privately-owned and/or rented, residences and facilities.
3. All Chapter facilities shall post 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 inflammatory devices of any kind within the confines and premises of any University-owned Chapter facility are prohibited. Any Chapters with a privately-owned facility must adhere to its inter/national organization guidelines or policies, and applicable state and local laws.

## Harassment & Human Dignity

The University is committed to maintaining a safe and non-discriminatory learning, living, and working environment for all members of the University community. Fraternities and sororities, as members of the University community, are expected to maintain an atmosphere of safety and mutual respect in which people can participate without fear of discrimination, discriminatory harassment or interpersonal violence.

1. No Chapter shall 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.
3. In accordance with the University [Bias Incident Protocol](#), no Chapter shall sponsor or endorse any activity or behavior that negatively targets or intimidates an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical, mental, or intellectual disabilities, as well as past/present history of mental disorders. This includes, but is not limited to, event themes, graffiti or images that harass or otherwise create a hostile environment for individuals or groups due to the above characteristics. Hate speech and actions are not tolerated at the University of Connecticut and individuals who are victims of hate speech or actions are protected through *The Student Code* and Connecticut laws related to discrimination, harassment or intimidation based on bigotry or bias.
4. Furthermore, Chapters must actively educate and inform their members, including new/associate members, about diversity, bias related behavior, sexual violence, relationship violence, and stalking.

## Hazing

Fraternities and sororities, as values-based organizations, are expected to provide experiences that mirror the mission of the University and support the well-being of students at all levels of membership.

1. No Chapter, 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.](#)). The Chapter is required to abide by the Connecticut State Hazing Law, the University of Connecticut Hazing Statement, and the policies of its inter/national organization.
3. Chapters must actively educate and inform their members, including new/associate members, about hazing. Furthermore:
  - a. Each Chapter must adhere to the *New Member Education and Intake Guidelines*;
  - b. Each Chapter must sign and submit the *Anti-Hazing Contract* every semester regardless of their intent to intake new members; and
  - c. Each Chapter must have new/associate members read, sign, and submit the *New Member Rights & Responsibilities Form* every semester it intakes new members.

## Insurance

All recognized fraternities and sororities are required to maintain General Liability Insurance coverage and provide a certificate of insurance to the University evidencing the following:

1. General Liability insurance for bodily injury and property damage with a minimum of \$1,000,000 in Combined Single Limit.
2. The General Liability insurance must include Host Liquor Liability coverage.
3. The General Liability insurance must name “University of Connecticut” as an additional insured and the certificate must state that the insurance coverage is primary over other collectible insurance.

Insurance must be maintained by the organization for the duration that the Chapter is affiliated with and recognized by OFSL. In addition, if a particular policy is due for renewal during the academic year, an updated certificate of insurance should be submitted to OFSL, [greeklife@uconn.edu](mailto:greeklife@uconn.edu), no later than five (5) business days prior to the expiration date of the existing policy.

The above-specified limits are required minimums only. All fraternity and sorority Chapter members and their alumni are encouraged to review their policies on a regular basis in order to determine whether additional coverage is advisable.