



## Fraternity & Sorority Risk Management Guidelines

The Center for Fraternity & Sorority Development (CFSD) at the University of Connecticut believes that all members of our community (students, faculty, staff, and other guests) who participate in activities in association with one of our recognized student organizations have the right to do so in a safe, legal, inclusive, and responsible manner.

The purpose of this guidance is to provide concise standards for chapters and councils at the campus level and shall be supplementary to inter/national policies, University policies, and all federal, state, and local laws. This guidance was created in adherence with university policies and supports the [North-American Interfraternity Conference \(NIC\) Alcohol & Drug Guidelines](#). All UConn students and recognized student organizations must comply with all relevant policies including [Responsibilities of Community Life: The Student Code \("The Student Code"\)](#) and the [Blueprints Manual](#). *The Student Code* applies to students and student organizations both on and off campus.

Each organization is responsible for educating its members, prospective members, and guests about this guidance and for enforcing this guidance during its activities. Organizations are expected to use internal processes and inter/national procedures to maintain a high level of accountability.

UConn and the Center for Fraternity & Sorority Development is available to provide additional support for understanding and adhering to this guidance, including but not limited to [Off-Campus Activity Advising](#). Organizations are strongly encouraged to use this process to receive support for planning safer activities.

### Alcohol & Drugs

UConn student organization sponsored activities that include alcohol, or for activities sponsored by other organizations in which UConn student organizations participate/attend that include alcohol, must adhere to *The Student Code*. **Further, all participants and Third Party Vendors must follow all state and federal laws and regulations.**

#### Definitions:

- *Chapter/Organization*: Any recognized organization through the Center for Fraternity & Sorority Development and registered through the Department of Student Activities.
- *Third Party Vendor*: Any venue, facility, or legal alcohol provider that services activities (e.g., restaurant, bar, caterer, etc.).
- *Bring Your Own Beverage (BYOB)*: Any activity where participants are invited to procure their own alcohol for their own personal consumption.

- *Cash Bar*: Any activity where a third party vendor is providing alcohol that costs the consumer per beverage.
  1. 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.
  2. 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 chapter/organizational premises or at any activity or event sponsored or endorsed by the chapter/organization.
  3. 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.
  4. 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).
  5. Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests (e.g., admission/cover fees, collecting funds through digital apps, etc.).
  6. 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. 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.
  8. Attendance by non-members at any event where alcohol is present must be by invitation only. Attendance at events with alcohol must not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
  9. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, joining ceremonies, 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 including but not limited to tap-ins and new member presentations ("new member reveals, coming out shows," etc.).

10. 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.

## **Bias, 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. 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. Discriminatory actions are not tolerated at the University of Connecticut and individuals who are victims of harassment are protected through *The Student Code* and Connecticut laws related to discrimination, harassment or intimidation based on bigotry or bias.

## **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, 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.). 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. The Center for Fraternity & Sorority Development requires that each chapter:
  - a. Must adhere to the *New Member Intake and Education Guidelines*;

- b. Must sign and submit the *Anti-Hazing Contract* every semester regardless of their intent to intake new members;
- c. Must have new/associate members read, sign, and submit the *New Member Rights & Responsibilities Form* every semester it intakes new members; and
- d. Must have new members/associates complete hazing education.

Chapters should actively and continually educate and inform their members, including new/associate members, about hazing including any resources provided to them through our office and their inter/national organization.

## Insurance

All recognized fraternities and sororities are required to 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 should state that the insurance coverage is primary over other collectible insurance.

## Incident and Policy Violation Reporting

- **Incidents** should be reported to the Office of Community Standards at <https://community.uconn.edu/submit-a-referral/>
- **Policy Violations** should be reported to the Center for Fraternity and Sorority Development at [greeklife@uconn.edu](mailto:greeklife@uconn.edu)