

Policy Name: Risk Management

Effective Date: August 2016

Past Revisions:

The Risk Management and associated policies apply to all Kappa Psi sponsored events including, but not limited to, Chapter, Province, and Grand Council Convention functions.

Alcohol and Substance Abuse

All Provinces, Chapters and Members of the Fraternity shall:

1. Not possess, use, sell, or facilitate distribution for non-medical purposes any controlled substances (including marijuana) or other mind altering substances whose use is in contrast to Fraternity ideals while on Chapter premises, during any Fraternity event, or at any event or activity that an observer may associate with the Fraternity.
2. Not possess, distribute, or consume alcoholic beverages on the premises of any Chapter, or at any event, activity, or function in the name, or in the benefit of the Fraternity, that is in conflict with institutional, state, provincial or local laws, regulations and policies.
3. Not have alcohol be the primary focus of any event.
4. Not use fraternity funds on any level to purchase alcohol. The pooling of funds to purchase alcohol for an event can never be sanctioned.
5. Not permit, tolerate, encourage or participate in "drinking games" or any intentional overconsumption of alcohol, such as a drinking song. Drinking games may include, but is not limited to, the consumption of shots of alcohol in context of any special setting, the practice of consuming shots or other alcohol beverages equating to one's age, "beer pong," "century club," "dares," "power hour" or any other activity involving the consumption of alcohol which involves duress or encouragement.
6. Not advertise or promote the presence of alcohol (e.g., verbally, electronically or in print) at any event or activity.
7. Not permit mass containers or access to unrestricted alcohol (e.g., kegs, party balls, punch bowls, open bars) even if brought or paid for by individuals.
8. Not rent out an establishment or banquet facility unless a licensed bartender is selling and/or distributing all of the alcohol involved in the event.
9. Not co-sponsor an open event, (i.e., those with unrestricted access by non-members of the Fraternity) with any establishment or entity that sells or distributes alcohol either at the establishment or otherwise.
10. Not host any recruitment activity, (rush, pledge, or otherwise), at or in conjunction with a tavern (defined as an establishment generating more than half of annual gross sales from alcohol) or alcohol distributor.
11. Potential members (rushees and pledges) may not consume alcohol or any other mind altering substance for non-medical purposes, including any controlled substances or marijuana, whose use is in contrast to Fraternity ideals before, during or immediately following any Fraternity event or on Chapter premises.

Hazing

No Province, Chapter, Colony, Student or Alumnus shall conduct nor condone hazing activities. This includes, but is not limited to:

1. Any form of forced physical exercise.
2. Any activity that might reasonably be expected to cause embarrassment or psychological harm to the individual.
3. Any activity that might reasonably be expected to bring physical harm to the individual.
4. Any activity that might reasonably be expected to degrade or otherwise compromise the dignity of the individual.
5. Any activity that might reasonably be expected to require an unreasonable or inordinate amount of the individual's time, or in any manner impair the individual's academic efforts.
6. Any activity that might reasonably be expected to make the individual an object of ridicule.
7. The required consumption of any liquid or solid matter.
8. Any requirement which compels an individual to participate in any activity which is illegal or contrary to the individual's genuine moral and/or religious beliefs or contrary to the rules and regulations of the educational institution.
9. Violating any laws, rules or regulations associated with hazing within the jurisdiction where the event is occurring.

Human Dignity

1. The Fraternity will not tolerate or condone any form of discrimination or harassment behavior on the part of its members, whether physical, mental or emotional, for reasons of race, color, creed, religion, sexual orientation, national origin, age, disability, or any other factor that a reasonable person would deem inappropriate or inhumane. This is to include actions, activities or events, whether on Chapter premises or off-site locations, and including but not limited to verbal, electronic (written), physical or sexual harassment or assault by individuals or members acting together.
2. No Member or Pledge will be required, coerced, forced, or influenced in any way to do anything that would be unbecoming of a Brother of Kappa Psi Pharmaceutical Fraternity, Inc.

Rushing/Pledging

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

1. The relationship between members 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. Potential members are expected to maintain the highest level of regard for the virtues of our Fraternity at all times in order to be considered for membership. Special emphasis should be placed on sobriety and high ideals both during and

outside of fraternity events and activities. Reckless or illegal behavior and conduct unbecoming of a Brother of Kappa Psi Pharmaceutical Fraternity, Inc. by potential members or pledges is never condoned or allowed.

3. Member(s) 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.

References

1. Fraternal Information and Program Group (FIPG) Risk Management Policy. As adopted July 2011. <http://fipg.org/>