

PHI KAPPA CHI RISK MANAGEMENT POLICY

The Risk Management Policy of Phi Kappa Chi includes the provisions that follow and shall apply to all levels of membership:

Section I. Alcohol and Drugs

- A.** The possession, sale, use, or consumption of alcoholic beverages during an Organization event, any situation sponsored or endorsed by the Organization, or at any event an observer would associate with the Organization is strictly prohibited.
- B.** Alcoholic beverages may not be purchased through or with Organization funds nor may the purchase of the same for members or guests be undertaken or coordinated by any member in the name of, or on behalf of, the Organization. The purchase or use of a bulk quantity or common source(s) of alcoholic beverages, for example, kegs or cases, is prohibited.
- C.** Open parties, meaning those with unrestricted access by non-members of the Organization, without specific invitation, where alcohol is present, are prohibited.
- D.** No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal “drinking age”).
- E.** The possession, sale or use of any illegal drugs or controlled substances while on Organization premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.
- F.** The Organization may not co-sponsor an event with an alcohol distributor, charitable organization or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for the purposes of fundraising. The Organization may rent or use a room or area in a tavern as defined above for an event held within the provisions of this policy, including the use of a third party vendor and guest list.
- G.** The Organization may not co-sponsor nor co-finance nor attend nor participate in a function where alcohol is purchased by any of the host Organizations, groups or organizations. All recruitment or rush activities associated with the Organization will be non-alcoholic. No recruitment or rush activities associated with the Organization may be held at or in conjunction with an alcohol distributor or tavern as defined in this policy.
- H.** No member or pledge/associate/new member/novice, shall permit, tolerate, encourage, or participate in “drinking games.”
- I.** No alcohol shall be present at any pledge/associate/new member/novice program, activity or ritual of the Organization. This includes, but is not limited to activities associated with “bid night,” “big brother night,” and initiation.

Section 2. HAZING

No Organization, student, or alumnus shall conduct nor condone hazing activities. Hazing activities are defined as:

“Any intentional, knowing or reckless act, occurring on or off campus, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization at Baylor.”

Section 3. Sexual Abuse and Harassment

- A.** The Organization will not tolerate or condone any form of sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions that are demeaning to women or men, such as verbal harassment. The Organization will not tolerate sexual assault in any form.
- B.** In accordance with Baylor University policies, the Organization will also not tolerate homosexual activity of any sort specifically any sort of homosexual advancement made on one member to another or from one member to a male outside of the organization. Any violation regarding the criteria set forth here will result in a member going before the Standards Board of Phi Kappa Chi.

Section 4. Fire, Health, and Safety

- A.** All facilities utilized by the Organization (for one-time events/activities and/or ongoing use) must meet all local fire and health codes and standards
- B.** The possession and/or use of firearms, other weapons, and/or explosive devices are strictly prohibited on Baylor’s campus.

Section 5. Education

The Organization shall annually instruct its membership and alumni/alumnae of the Risk Management Policy of Phi Kappa Chi and Baylor University.