



## **Beta Theta Pi Fraternity Risk Management Policy**

Effective August 2019

Beta Theta Pi's core values are:

- **Mutual Assistance:** Betas believe that men are mutually obligated to help others in the honorable labors and aspirations of life.
- **Intellectual Growth:** Betas are devoted to continually cultivating their minds, including high standards of academic achievement.
- **Trust:** Betas develop absolute faith and confidence in one another by being true to themselves and others.
- **Responsible Conduct:** Betas choose to act responsibly, weighing the consequences of their actions on themselves and those around them.
- **Integrity:** Betas preserve their character by doing what is morally right and demanding the same from their brothers.

To that end, this risk management policy is intended to help our members and volunteers live out Beta's values and to promote the safety of our members and guests. Chapters should conduct regular education on this risk management policy and any campus policies and safety guidelines. It is the responsibility of each new member and member to know and follow these policies. We expect Beta chapters to work collaboratively with other student groups to plan safe events that comply with their risk management guidelines. In all cases where campus, IFC, other fraternity / sorority rules, or Beta policies differ, we expect members and chapters to follow the more restrictive policies.

For the purposes of this policy, "member" refers to broadly to all undergraduate Betas, including new members and initiated members. For the purposes of this policy, "chapter" refers to both colonies and established chapters, regardless of status.

### **What Defines a "Chapter Event"?**

There are a variety of factors that may lead to an event being considered a chapter event. Generally, a "chapter event" is one that is:

- Planned with the knowledge and input from one or more executive officers.
- Listed on the chapter calendar.
- Paid for with chapter funds or funds pooled by chapter members.
- Announced at chapter meeting or via official or unofficial social media associated with the chapter or individual pledge classes.
- Associated, intentionally or not, with the name or brand of Beta Theta Pi.

The [Beta Theta Pi event planning guide](#) has a useful checklist for determining if an event is a chapter event and step-by-step instructions for planning events. Except for alumni events with alcohol held at chapter houses, Beta does not require chapters to gain pre-approval of events unless required by campus or IFC rules. We strongly recommend that advisors be involved in event planning, including reviewing contracts,

meeting with venue staff, and reviewing safety plans. Administrative Office staff are happy to consult on safe event planning practices as well.

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### *Section 1: Alcohol, Drugs, and Safe Event Planning*

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Our Fraternity believes in allowing every member to realize his full potential. Therefore, we believe that every member should make responsible decisions about alcohol use and the use of prescription or otherwise legal drugs. Each individual bears the personal responsibility to know and abide by federal, state, and local laws regarding alcohol and drugs; campus policies and rules; and Beta Theta Pi's rules and policies.

1. The possession, use, sale, or consumption of alcoholic beverages, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, must comply with all federal, state, and local laws; campus policies and rules; and must follow either:
  - a. Bring Your Own Beverage (BYOB), as defined by resources and education provided by Beta Theta Pi. BYOB events must be beer and wine only. No hard alcohol (defined as anything .15 ABV and higher) is allowed.
  - b. Third Party Vendor Guidelines, as defined by resources and education provided by Beta Theta Pi.
2. Rules pertaining to alcohol and other substances in chapter homes can be found under "Safety of Homes and Facilities."
3. No member can organize, encourage, or participate in drinking games, including any activity that requires drinking as part of the rules or phases of the activity. Examples include consuming shots equating to one's age, beer pong, dares, "century club," or any other activities involving the consumption of alcohol under duress or encouragement.
4. No members, individually or collectively, can purchase, serve, or sell alcoholic beverages to anyone under the legal drinking age.
5. No alcoholic beverages can be purchased with chapter funds, nor can the purchase of alcoholic beverages for members or guests be undertaken or coordinated by any member in the name of, or on behalf of, the chapter.
6. Bulk quantities or common sources of alcohol are not allowed (examples include kegs, cases, or large containers of mixed drinks). Kegs are only allowed at an event if the distribution and sale is managed by a licensed caterer and sold per drink to individuals (i.e., third party vendor).
7. Alcohol is not allowed in any part of these activities:
  - a. Recruitment / rush.
  - b. New member / pledge events or meetings.
  - c. Chapter meetings.
  - d. Any ritual events, including but not limited to:
    - i. Induction.
    - ii. Big brother / little brother ceremony or events.
    - iii. Pre-initiation ceremonies, or events held during initiation week.
    - iv. Initiation.

v. Local ceremonies.

8. Proceeds of the sale of alcohol cannot be used for fundraising or philanthropic events.
9. No chapter may co-sponsor, co-finance, or help plan a function at which alcohol is purchased by any of the host chapters, groups or organizations.
10. No chapter may sponsor an event with an alcohol distributor or bar / restaurant that serves alcohol.
11. All events planned or sponsored by the chapter where alcohol is present must have a guest list (which must include chapter members) prepared in advance. The number of persons invited to any event sponsored or co-sponsored by a chapter where alcohol is present is limited to three times the chapter size (a 3:1 ratio or 3 guests per member) or the maximum legal occupancy of the facility, whichever is less. Open parties are not allowed.
  - a. Example: A 100-person chapter could have an event with 400 people maximum (100 chapter members + 3 guests per member (300 people)).
  - b. Limited exceptions to this policy may be granted via written permission of the General Secretary at least 15 days in advance of the event. An example might be a smaller chapter hosting an event for their large alumni base where alcohol will be served.
12. Alternative transportation should be provided at every chapter event, especially those at which alcohol will be served. We strongly recommend using hired or third-party transportation. Designated driver programs are discouraged due to additional liability created for the driver and owner of the vehicle.
13. All events planned or sponsored by the chapter must use sober monitors, at the number or ratio of 1 per every 15 people in attendance. The sober monitors must refrain from drinking before and during the event and are there to help members and guests and the facility hosts, should assistance be needed. At least 1 officer should serve as a sober monitor at each event.
14. Chapters cannot have live animals at chapter events. Limited exceptions to this policy may be granted via written permission of the General Secretary at least 15 days prior to the event.
15. The possession, sale, distribution, or use of any illegal drugs or controlled substances while on chapter premises or during a fraternity event is strictly prohibited. This includes the abuse or distribution of otherwise legal drugs.

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***Section 2: Hazing and Respectful Treatment***

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Beta Theta Pi believes in the inherent worth of all people and that dignity and respect are the inalienable rights of each individual. Therefore, there is no place for personal degradation within our membership. The founding values of Beta show us that every person is important and has value to offer our community; esteem for yourself and others is necessary for healthy relationships; and harassment, hazing, or bullying is detrimental to the full development of our Brothers. Beta supports the preservation of individual dignity and does not condone any activity or behavior that is inappropriate, destructive, demeaning, or abusive to any person or group.

Beta Theta Pi prohibits any activity that endangers the mental or physical health or safety of a person and is inconsistent with the values and ritual of Beta or the host campus. Each member bears the personal responsibility to know and abide by federal, state, and local laws regarding hazing; campus policies and rules; and Beta Theta Pi's rules and policies.

1. No chapter, colony, collegiate member, alumnus, or volunteer shall engage in hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as any action taken or situation created intentionally or through negligence to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include, but are not limited to: use of alcohol; forced consumption of alcohol or other food or beverages; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside the confines of the chapter house; wearing apparel that is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities that are not consistent with the values of Beta Theta Pi or the host institution.
2. Beta does not tolerate or condone any form of fighting or physically abusive behavior, in any situation sponsored or endorsed by the chapter. This includes philanthropy or fundraising events that involve boxing or fighting.
3. Beta does not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental, or emotional.
4. Beta does not tolerate or condone any actions that are demeaning to other people, including but not limited to verbal or physical harassment.
5. Chapters and members cannot organize or participate in Little Sister programs (see [The Code of Beta Theta Pi](#), Statement of Position on Little Sister Organizations).
6. Beta Sweetheart designations or awards should be given as a sign of respect and honor. People should not compete for, be required to do tasks, purchase items, or in other ways "earn" this honor.
7. Women should not be involved in recruitment or rush events, including employing women as servers or hostesses or in any other role. Reasonable exceptions include the presence of Friend of Beta advisors, campus professionals, and parents.
8. Chapters cannot employ or use strippers, exotic dancers or similar performers, whether professional or amateur, during chapter events.

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### *Section 3: Safety of Members and Guests*

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1. **Good Samaritan Policy:** Members of Beta Theta Pi, through the value of mutual assistance, are called to help others. In no circumstance should someone withhold assistance due to fear of reprisal. To that end, the following policies were adopted to assure members and chapters that helping others in distress should be their first priority.

- a. **Good Samaritan Policy: Individuals.** If a member encounters someone in need of medical care related to the use or consumption of alcohol, drugs or another medical reason, that member is expected to call for immediate and appropriate assistance from a medical professional. Securing immediate and appropriate medical assistance will be considered as a mitigating factor, should that member or the individual he assisted face consequences for policy violations that may have led to the medical emergency. In all cases, members must take responsibility for their actions and be proactive and honest with medical professionals, police, campus officials and General Fraternity representatives. An individual may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.
- b. **Good Samaritan Policy: Chapters.** If a chapter encounters someone in need of medical care related to the use or consumption of alcohol or drugs, or another medical reason, the chapter is expected to call for immediate and appropriate assistance from a medical professional. Securing immediate and appropriate medical assistance will be considered as a mitigating factor should the chapter face consequences for policy violations that may have led to the medical emergency. In all cases, chapter officers, members and volunteers must take responsibility for their actions and be proactive and honest with medical professionals, police, campus officials and General Fraternity representatives. A chapter may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

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#### *Section 4: Safety of Homes and Facilities*

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Beta Theta Pi believes that our environment influences our actions and behaviors, and that chapters and house corporations should provide an environment that promotes academic success, personal respect, and the values of the organization. Our chapter homes, regardless of ownership, should be safe and desirable.

#### **Definitions**

- **Alumni-Hosted Events** are defined as events within common areas of chapter housing that are primarily aimed toward socialization with alumni, parents or faculty. Alumni Associations or Corporations must contract with a licensed third-party vendor to sell and distribute alcohol to members and guests of legal drinking age.
- **Board Substance-Free Housing Policy** is defined as the 2004 substance-free housing policy that applies to all colonies and re-established chapters in perpetuity.
- **Chapter Housing** is defined as any facility and affiliated property owned, operated or leased by the chapter directly, by its host institution for the purpose of housing chapter members or by a Beta Alumni Corporation.
- **Common Areas** are defined as communal or dining spaces within a chapter facility that are open for common or public use and all outdoor space or parking lots associated with or adjacent to chapter housing.
- **Hard Alcohol** is defined as any distilled beverage containing more than 0.15 alcohol by volume (ABV).

- **Substance-free** is defined as the elimination of the possession, use, distribution or consumption of all illegal and illicit substances, alcohol, tobacco, marijuana or controlled substances without an appropriate prescription issued to the user by a licensed professional.
1. **Substance-Free Housing.** All Beta Theta Pi chapter housing shall be substance-free by August 15, 2020 per the following stipulations:
    - a. Existing Chapters and Colonies: That all existing chapters and colonies that reside in substance-free housing as of August 15, 2018 under campus, alumni or Board Substance-Free Housing policy shall remain so and without the transitional considerations outlined below.
    - b. New Chapters and Colonies: That all new colonies or re-established chapters that are started after August 15, 2018, shall reside in substance-free housing and without the transitional considerations outlined below.
    - c. Transitioning Chapters: That those chapters that do not reside in substance-free housing under campus, alumni or Board Substance-Free Housing policy on August 15, 2018, shall transition to substance-free housing by August 15, 2020 per the schedule and considerations below:
      - i. That by August 15, 2018, all transitioning chapters shall:
        1. eliminate the presence, consumption and use of hard alcohol within chapter housing at all times.
        2. limit the presence, consumption and use of beer and wine to the private bedrooms of members who are of the legal drinking age.
        3. limit the presence, consumption and use of beer and wine in the common areas of chapter housing to a maximum of seven (7) alumni-hosted events per calendar year. Alumni hosted events must:
          - a. be planned and approved by the Alumni Corporation or Alumni Association president, the chapter counselor and the chapter president on behalf of a chapter in good standing using [Beta's event planning guide](#) for hosting an event with a third-party vendor.
          - b. follow all campus, IFC, local and federal rules, regulations and laws including the Beta Theta Pi Risk Management Policy.
          - c. be approved by the District Chief at least 14 days in advance of the event per the [alumni event approval checklist](#).
      - ii. That by August 15, 2020, chapters will complete their transition to substance-free housing – including removal of all alcohol and substances from private bedrooms – with the continued ability to host up to seven (7) approved Alumni-Hosted Events per year.
  2. No chapter may own a pet or keep animals in the chapter facility.
    - a. Injuries and liability resulting from animals are the responsibility of the pet owner, whether they be a member or guest.
    - b. Exceptions to this policy for service or support animals should be directed to the local house corporation or campus officials.
  3. The possession or use of fireworks or explosive devices in chapter facilities is prohibited.

- c. The decision to allow firearms in a chapter facility is up to the local house corporation (or property owner / manager) and should be clearly outlined in the member lease or house rules. If allowed, firearms must be kept unloaded and locked in a storage area only accessible by the owner of the weapon.
4. Open flames are not allowed in chapter facilities. Chapters should use electric or battery-operated candles for ritual ceremonies.
5. All chapter facilities must meet local fire, health, and safety codes and be inspected / certified according to the standards of the local community, campus, and Beta Theta Pi's insurance program.
6. All chapters must distribute and post emergency numbers for fire, police and emergency services. Evacuation routes must be posted throughout the facility.
7. Chapters and house corporations must secure dangerous areas of the facility and provide regular education about facility safety. Examples include roof access, window ledges, fire pits, and balconies.

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### *Section 5: Incident Reports & Insurance Coverage*

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#### **Filing an Incident Report**

Members, chapters, volunteers and staff have a responsibility to promptly report all incidents where someone was possibly injured or damage occurred, including incidents that could result in campus, community or media attention or an insurance claim. Prompt reporting can often prevent minor incidents from developing into major problems.

The [incident report is located on Beta.org](https://beta.org).

After filing an incident report and speaking with an Administrative Office staff member, chapters should also report appropriate Risk Management Policy violations to their host campus. In cases of serious bodily injury or death to any member, new member or guest, chapters are required to notify the host institution and the associated public safety department or the local police department.

#### **Insurance Coverage**

A [description of the insurance coverage provided for members, officers, and volunteers is located on Beta.org](https://beta.org). The purpose of Beta's insurance coverage is to provide protection for members, officers, volunteers and staff for the activities they perform in the course of their regular duties and responsibilities. No insurance policy provides coverage for violations of the law, and Beta's is no exception. The key point to understand is that coverage applies when members: (1) comply with federal, state or provincial, local and institutional laws and regulations; (2) comply with the Code and policies of Beta Theta Pi Fraternity; (3) comply with the Beta Theta Pi Risk Management Policy.

Individuals who choose to violate these rules or act outside of the scope of their authority may void their protection under the Fraternity's insurance program. Their actions may jeopardize other members, other

organizations, or other named insureds protected by the Beta Theta Pi General Liability Policy. The individuals involved will be personally liable and must retain their own attorneys for defense.

The general liability policy is not a health insurance or accident policy for members. If a member is injured at a chapter event, he should notify his medical carrier and seek reimbursement of his medical bills. In addition, the policy does not cover personal property owned by members, even if they are living in a chapter house. Members should seek coverage through their parents' homeowners' policy or obtain renter's insurance.

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***Section 6: Code Authority and Revisions to the Risk Management Policy***

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Per the [Code of Beta Theta Pi](#), the Board of Trustees is authorized to amend or modify these policies. Any change made outside of the scope of the General Convention must be distributed to all chapters and colonies within 30 days of the changes. Further, any changes made by the Board of Trustees expire at the following Convention, unless approved by said Convention.

Originally adopted in August 1987 and last modified on August 4, 2019, by the 180<sup>th</sup> General Convention.