



Risk Management Policy

Alcohol and Drugs

A. Alpha Phi members, and guests are expected to comply with all Applicable laws. No person under the legal drinking age may possess, consume, provide, sell or be provided alcoholic beverages.

B. Alpha Phi members, and guests are expected to follow all Applicable laws 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 Alpha Phi premises or at any activity or event sponsored or endorsed by Alpha Phi.

C. Alcoholic beverages are expected to either be: (1) provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or (2) brought by individual members and guests through a bring your own beverage ("BYOB") system.

D. 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).

E. Alcoholic beverages must not be purchased with Alpha Phi funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).

F. Alpha Phi collegiate chapters are expected to not co-host or cosponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol, illegal drugs or controlled substances.

G. Alpha Phi collegiate chapters are expected to not co-host or cosponsor an event with a bar, event promoter, or alcohol distributor; however, an Alpha Phi chapter may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter event.

H. Attendance by non-members at any event where alcohol is present must be by invitation only and the chapter must utilize a guest list system. Attendance at social events (e.g., date parties, mixers, socials, formals, etc.) is limited to a guest-to-member ratio not to exceed 2:1 and must not exceed local fire or building code capacity, and is expected to follow the venue capacity limit.



For the following events, the capacity cannot exceed local fire or building code capacity of the host venue:

- Family/Parent Events
- Alumnae Events
- Multi-Group Functions
- Philanthropic Events

I. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) is expected to be substance free. No alcohol or drugs shall be present if the event or activity is related to new member activities, meetings, or initiation into Alpha Phi including but not limited to “bid night,” “Big/Little” events or activities, “family” events or activities, and any ritual or ceremony.

J. Alpha Phi members, or guests are expected to not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

K. Per the trademark policy in the P&P; neither a collegiate chapter nor its members may associate Alpha Phi’s name with alcohol, alcohol distributors, or pub crawls without express consent.

L. Alcohol, illegal or controlled substances, including unprescribed substances, will not be brought into, stored, consumed, or served in a chapter facility, lodge, room or apartment owned/operated/leased by Alpha Phi or otherwise designated for regular use by collegiate chapters and newly established chapters.

M. No Alpha Phi sponsored event can take place outside the country in which the chapter is located.

ETHICAL BEHAVIOR

Alpha Phi prohibits behaviors that intend to be, or are reasonably foreseeable to be, undignified, threatening, intimidating, bullying, or harassing to another person or group within member activities. This behavior includes, but is not limited to lying, cheating, theft, libel, slander, or illegal activity and/or participating in activities that are discriminatory, degrading and/or demeaning to others, including but not limited to activities or events based age, race, sexual orientation, gender expression, national origin, religious preference, socioeconomic status, or personal abilities. Alpha Phi firmly repudiates actions and statements that negate the concepts of self-respect, personal development, equality and dignity. Collegiate members will not join any auxiliary group for another fraternal organization, such as being a “Big Sister” or “Little Sister.”



SEXUAL MISCONDUCT

Alpha Phi and its members are expected to comply with all Applicable laws related to sexual misconduct. This is including, but not limited to, definitions around consent, sexual violence, sexual harassment, domestic violence, dating violence, stalking, and sexual exploitation. The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at any fraternity activity or event as defined in this policy is prohibited.

HAZING

Alpha Phi and its members are expected to comply with all Applicable laws regarding hazing.

The term “hazing” means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against any individual or group of individuals, regardless of affiliation, whether or not committed on Alpha Phi property, for the purpose of recruiting, joining, pledging, initiating, admitting, affiliating, or for the purpose of retaining membership in an organization that causes an individual or group of individuals to do any of the following, regardless of a person’s willingness to participate:

- A. Be coerced to violate any Applicable laws or Alpha Phi policy.
- B. Be coerced to consume any food, liquid, alcoholic liquid, drug, or other substance in any non-customary manner which subjects the individual or group of individuals to a substantial risk of emotional or physical harm which includes but not limited to sickness, vomiting, intoxication, or unconsciousness.
- C. Endure brutality of a physical nature, including but not limited to whipping, beating, paddling, branding, dangerous physical activity, or exposure to elements or endure threats of such conduct that results in mental or physical harm.
- D. Endure brutality of a mental nature, including but not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment or endure threats of such conduct that results in mental or physical harm.
- E. Endure any other activity which adversely affects the health and safety of an individual, including but not limited to the disruption of academic performance or class attendance, required designated driving programs, line ups, calisthenics, or personal, physical, or financial servitude.



RETALIATION

Alpha Phi prohibits retaliation against any individual – members and non-members – for reporting, inquiring, or cooperating with a report around a violation of Alpha Phi Risk Management Policy.

Alpha Phi prohibits any chapter retaliation (e.g. chapter judiciary process, sanctioning, negative repercussions, etc.) against a member making a private health care choice.

Retaliation is any action, statement, or behavior that is designed to punish an individual for reporting violations, cooperating in investigations, deterring members from reporting or seeking guidance, and chapter involvement in private health care decisions.