

DELTA UPSILON LOSS PREVENTION POLICIES

ALCOHOL AND DRUGS

In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises:

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 fees, 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, and the chapter/organization must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio, and 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, 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.
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.

HAZING

No chapter, colony, member, alumnus, or employee of the Fraternity shall conduct nor condone 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, whether on or off Fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; 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 of the confines of the chapter house; wearing of public apparel which 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 which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution, or applicable state/provincial law.”

DISCRIMINATION, HARASSMENT AND SEXUAL MISCONDUCT

The Fraternity will not tolerate or condone any form of culturally insensitive activity including but not limited to costumes, party themes, clothing or derogatory comments towards or about another culture, ethnicity or race.

The Fraternity will not 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 which are demeaning to women or men, including but not limited to verbal harassment, sexual assault by individuals or members acting together.

The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event as defined in this policy is not allowed.

MEDICAL GOOD SAMARITAN

INDIVIDUAL

If a member assists another person in obtaining immediate and appropriate medical care related to the use or consumption of alcohol, drugs, or to another medical emergency, then that member, as well as those who are assisted, will not be subject to individual disciplinary action with respect to the incident. This is the case even if the member who is assisting was a contributing factor to that emergency. An individual may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

CHAPTER

A chapter that seeks immediate and appropriate medical assistance for a person in need related to the use or consumption of alcohol, drugs, or to another medical emergency, may be eligible for mitigation of charges related to violations of organizational policies. To be eligible for this potential mitigation, the chapter will be required to meet in person or by phone with a national staff member or an alumni volunteer designated by the fraternity. A chapter may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

PHYSICAL ABUSE

No member shall resort to or engage in any physical acts of violence of any kind against another individual or any acts of vandalism of any kind against another person's property for any reason, except for the purpose of the defense of one's self, or one's own property and to the limited extent that the law would otherwise permit.

FIRE, HEALTH AND SAFETY

1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should have posted by common phones and in other locations, emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
4. The possession and/or use of weapons of any kind within the confines and premises of the chapter house is expressly forbidden. The term "weapon" means any object, substance or chemical designed or intended to inflict a wound, cause injury or incapacitate, including but not limited to, all firearms, pellet guns, switchblades, knives and knives with blades five or more inches in length or dangerous chemicals.
5. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as formal ceremonies.

EDUCATION

Each chapter shall, at a minimum, annually instruct its undergraduate members in the Loss Prevention Policies. Additionally, all undergraduate members shall annually receive a copy of said Loss Prevention Policy. A copy of said Loss Prevention Policy is available on the Fraternity's website.

REPORTING

Each chapter and member shall report promptly any bodily injury to a member or any injury sustained during a chapter event or at the chapter house, any incident that might result in a claim, and any violation of these policies to the Fraternity. Self-reporting of loss prevention violations and the steps taken to address the violation will be considered positive factors in the deliberations of the Fraternity when reacting to violations of these policies.

SUBSTANCE-FREE HOUSING

EFFECTIVE AUG. 1, 2018

- All chapters shall eliminate the presence, consumption and use of hard alcohol within chapter housing at all times.
- The presence, consumption and use of beer and wine shall be limited to the private bedrooms of members who are of the legal drinking age. No alcohol will be allowed in common spaces of a chapter facility.
- During a social event, alcohol possession and distribution must be restricted to common spaces of a chapter facility for the duration of the event. There will be no consumption of alcohol in private living quarters during social events.
- Hard alcohol can only be provided and served by a licensed, third-party vendor at an off-site location. This means not at the chapter house or any chapter-related facility (e.g., annex).

EFFECTIVE AUG. 1, 2020

- All chapters will have completed the transition to substance-free housing, including the removal of all alcohol and substances from private bedrooms unless they qualify for a substance-free waiver.
- Chapters that meet the Men of Merit “Expectation” level in the areas of Chapter Excellence Plan, Program Attendance, Associate Member Education, Loss Prevention and Learning Assessment will be eligible for a waiver from the Substance-free Housing Policy. Chapters with a waiver will follow these guidelines:
 - The presence, consumption and use of beer and wine shall be limited to the private bedrooms of members who are of the legal drinking age. No alcohol will be allowed in common spaces of a chapter facility.
 - Chapters will have the opportunity to host up to six social events with beer and wine per year (between July 1-June 30) in common areas of the chapter facility. No more than four social events can be held in the same 6-month period (July 1-Dec. 31 and Jan. 1-June 30.), and all social events must follow university and Fraternity Loss Prevention guidelines.
 - Hard alcohol can only be provided and served by a licensed, third-party vendor at an off-site location. This means not at the chapter house or any chapter-related facility (e.g., annex).
 - All chapters will pay an additional Loss Prevention Fee of \$100 per member per year.
- Alumni will have the opportunity to host up to six pre-approved events in common areas of the chapter facility per year with licensed third-party alcohol vendors or following the Fraternity’s BYOB guidelines. All events must be in compliance with the university and Fraternity’s Loss Prevention policies.

EFFECTIVE AUG. 1, 2022

- All chapters will have completed the transition to substance-free housing, including the removal of all alcohol and substances from private bedrooms. There will no longer be a waiver system for the implementation of the Substance-free Housing Policy.
- Alumni will have the opportunity to host up to six pre-approved events in common areas of the chapter facility per year with licensed third-party alcohol vendors or BYOB. All events must be in compliance with the university and Fraternity’s Loss Prevention policies