



LEADERSHIP INSTITUTE DELTA UPSILON INDIANAPOLIS | 2019



SCHEDULE AT A GLANCE

THURSDAY, JULY 25

8:00 a.m. – 3:30 p.m.	Fraternity Board of Directors Meeting	Discovery
12:00 p.m. – 4:00 p.m.	GSI Regional Community Service Event	Studio Five
1:00 p.m. – 4:00 p.m.	DU International Headquarters Open for Tours	
2:00 p.m. – 6:30 p.m.	Orientation Sessions (every 30 minutes)	Network
4:00 p.m. – 5:00 p.m.	Committee Meetings: Credentials, Judicial, Legislative and Resolutions	Various Locations
4:00 p.m. – 6:00 p.m.	Committee Meeting: Men of Merit	Cosmopolitan D
5:30 p.m. – 6:15 p.m.	Provinces 1 (Northeast), 2 (Midwest), 4 (Great Plains) Meetings	Various Locations
6:00 p.m. – 6:30 p.m.	Model Initiation (Rite I)	Studio Two
7:00 p.m. – 9:30 p.m.	Welcome Dinner & Initiation (Rite II)	Regency Ballroom
Immediately following Initiation	Orientation Session	Network
Immediately following Initiation	Provinces 3 (South), 5 (West), 6 (Canada) Meetings	Various Locations
10:30 p.m. – 11:30 p.m.	UGAB Meeting	Studio Two

FRIDAY, JULY 26

9:00 a.m. – 10:15 a.m.	General Session: Redefining Brotherhood	Regency Ballroom
9:00 a.m. – 11:00 a.m.	Board of Directors and Board of Trustees Joint Meeting	Discovery
10:30 a.m. – 11:30 a.m.	Educational Breakout Sessions	Various Locations
10:30 a.m. – 11:30 a.m.	Alumni & Volunteer Conference	Network
11:45 a.m. – 1:15 p.m.	Awards Luncheon	Regency Ballroom
1:30 p.m. – 2:30 p.m.	Educational Breakout Sessions	Various Locations
1:30 p.m. – 2:30 p.m.	Alumni & Volunteer Conference	Network
2:45 p.m. – 5:30 p.m.	Undergraduate Convention	Cosmopolitan A
2:45 p.m. – 3:45 p.m.	Educational Breakout Sessions	Various Locations
2:45 p.m. – 3:45 p.m.	Alumni & Volunteer Conference	Network
4:00 p.m. – 5:30 p.m.	IGNITE Series	Regency Ballroom
6:00 p.m. – 7:15 p.m.	Wine Tasting Event (Invite Only)	Indiana Repertory Theatre
6:30 p.m. – 10:00 p.m.	Undergraduate Social Outing	NCAA Hall of Champions
7:15 p.m. – 8:00 p.m.	Donor Reception (Invite Only)	Indiana Repertory Theatre



SATURDAY, JULY 27

6:30 a.m. – 7:30 a.m.	Founders Fitness Run	Meet in Lobby
9:00 a.m. – 10:15 a.m.	General Session: Parents Affected by Hazing	Regency Ballroom
10:30 a.m. – 11:30 a.m.	Educational Breakout Sessions	Various Locations
10:30 a.m. – 11:30 a.m.	Alumni & Volunteer Conference	Network
10:30 a.m. – 11:30 a.m.	Educational Foundation Trustees Meeting	Discovery
11:45 a.m. – 1:30 p.m.	Philanthropy Luncheon	Regency Ballroom
1:45 p.m. – 2:45 p.m.	Educational Breakout Sessions	Various Locations
2:00 p.m. – 3:00 p.m.	Assembly of Trustees	Cosmopolitan A
3:00 p.m. – 4:30 p.m.	Closing Breakout Sessions	Various Locations
6:00 p.m. – 6:15 p.m.	Group Photo	Meet in Lobby
6:15 p.m. – 7:15 p.m.	Closing Reception	Regency Foyer
7:30 p.m. – 9:30 p.m.	Grand Banquet	Regency Ballroom
15 minutes following Grand Banquet	DU Trivia Night & T-shirt Auction	Regency E-F

USE #DULI19

WHEN POSTING ON SOCIAL MEDIA AT LEADERSHIP INSTITUTE



FACEBOOK

Like our page and get updates from the Fraternity by visiting facebook.com/deltaupsilon.



TWITTER

Follow [@deltaupsilon](https://twitter.com/deltaupsilon) and include #DULI19 when you tweet during Leadership Institute.



INSTAGRAM

Make sure to follow [@deltaupsilon](https://www.instagram.com/deltaupsilon) on Instagram and use #DULI19 when you share photos from Indianapolis.



FLICKR

View all of the event photos from LI after the weekend by visiting flickr.com/deltaupsilon.



YOUTUBE

Watch DU videos from Leadership Institute and more on our YouTube channel, [DeltaUpsilonMedia](https://www.youtube.com/DeltaUpsilonMedia).

GENERAL INFORMATION

CONFERENCE CONDUCT

The 2019 Leadership Institute will provide you with new insights and a variety of experiences that will enhance your chapter or colony. Please ensure that you fully understand the code of conduct and attendance policy for the 2019 Leadership Institute.

DU CODE OF CONDUCT

I understand and will adhere to the following policies throughout the duration of the 2019 Leadership Institute:

As a Delta Upsilon brother, I will know and understand our Founding Principles—Friendship, Character, Culture and Justice—and will strive to incorporate them into my daily life.

As a Delta Upsilon brother, I will respect the dignity of all persons; therefore I will not physically, mentally, psychologically or sexually abuse or haze any human being.

As a Delta Upsilon brother, I will protect the health and safety of all human beings.

As a Delta Upsilon brother, I will respect my property and the property of others; therefore, I will neither abuse nor tolerate abuse of property.

As a Delta Upsilon brother, I will neither use nor support the use of illegal drugs; I will neither misuse nor support the misuse of alcohol.

As a Delta Upsilon brother, I will challenge all my Fraternity brothers to abide by these fraternal expectations and will confront those who violate them.

ATTENDANCE POLICY

Educational programs, meetings and banquets are mandatory for all undergraduates in attendance. Failure to attend an event or program may result in your dismissal from the conference and hotel, as well as forfeiture of any registration fee or scholarships.

ATTENDANCE AGREEMENT

I pledge that any time an educational session, training or keynote address is offered, I will participate.

I understand that failure to attend all programs may result in dismissal from the conference and my chapter being responsible for the cost of my registration.

ALCOHOLIC BEVERAGES

State laws concerning the consumption of alcoholic beverages are strictly enforced. Alcoholic beverages may not be carried in hallways or elevators. Be prepared to show valid proof of age. Outside beverages are not permitted in the hotel.

CHECK-OUT TIME

Check-out from the Hyatt is required by 12 p.m. on the day of your departure. If you need extra time, please make your own arrangements with the hotel front desk.

CELL PHONES

Please be respectful. Keep cell phones silent and refrain from using them during educational programs, meetings and meals unless accessing social media sites for DU purposes.

CONFERENCE OFFICE

Please feel free to stop by the LI registration desk if you have needs or questions during the Leadership Institute.

DRESS CODE

Business Casual (to be worn Friday and Saturday during the day): khaki pants or slacks, button-up or golf shirt, dress shoes

Professional Attire (worn at Initiation and Grand Banquet): dress shirt, coat, tie, dress slacks, dress shoes, socks and badge

Casual Attire (worn at the social gathering): T-shirt, shorts, athletic shoes

Make sure to wear your favorite blue and gold tie for the Grand Banquet on Saturday night.

EMERGENCIES

Call 911. Report injury or illness to the hotel operator and then report the situation to the DU Leadership Institute Office.

HOTEL CHARGES

All delegates and attendees are responsible for their own incidental charges at the hotel.

LOST AND FOUND

First check with hotel security and then check with the Leadership Institute Office.

MEALS

Your registration fee covers the following events that include food and beverage: Welcome Dinner & Initiation, Awards Luncheon, Philanthropy Luncheon and Grand Banquet, as well as dinner Friday evening for undergraduates. Requests for special meals (food allergies/vegetarian) should have been noted on the registration form. Please visit the LI registration desk if you have any special needs that you did not note.

RESPECT

Please respect other hotel guests by not creating excessive noise at any time. Violations will be reported and you may be asked to leave the Leadership Institute and the hotel.

TIPPING

No tipping is necessary for the meals included in your Leadership Institute registration fee. At other times, tipping is at your discretion, although 17 percent is recommended. For bell service, please tip one dollar per bag.

DINING OPTIONS

There are a number of dining options on the hotel property. There are also a few nearby off-property options. See price rating system key below:

Café Patachou \$\$

Breakfast, Brunch, Lunch
225 W. Washington St.

Dick's Last Resort \$\$

American
111 W. Maryland St.

Nada \$\$

Mexican/Latin American
11 W. Maryland St.

Panera Bread \$

Breakfast, Soup, Salad, Sandwiches
110 W. Washington St.

Starbucks \$

Coffee
Hotel Lobby

St. Elmo Steak House \$\$\$

Steak/Seafood
127 S. Illinois St.

Steak N' Shake \$

Diner
101 W. Maryland St.

Subway \$

Sandwiches
Hotel Lobby

Yard House \$\$

American/Pub
15 W. Maryland St.

Price rating system is based on an appetizer, entree and drink.

\$	under \$25
\$\$	under \$45
\$\$\$	\$50+

LI 2019 VENDORS

During your time at LI, make sure to visit our vendor tables. The International Fraternity will be selling DU merchandise, and the Educational Foundation will be available to answer questions and accept donations.

Delta Upsilon is proud to welcome our preferred partner, Lumatic Imagery. Stop by its vendor table to learn more about its chapter composite and event photography services.



NAMETAGS

Whether it's helping advisors find other volunteers or making it easier to recognize Fraternity and Foundation leaders, attendees can use ribbons to identify others who have attended specific programs, served in certain capacities, attended multiple LIs, reached certain donor levels, etc.

Your nametag will admit you to all programs and meal functions. Please wear your nametag at all times during the Institute. Lost nametags may be replaced at the Leadership Institute Office.

A.S.C.	Those attendees who have attended seven or more Leadership Institutes
Chapter Advisor	Volunteers currently serving as a Chapter Advisor
Chapter President	Brothers currently serving as Chapter President
Delegate	Brothers serving as their chapter's delegate at Convention
Distinguished DU	Alumni brothers who have received the DU Distinguished Alumni Award, the Fraternity's highest honor for service to Delta Upsilon
Distinguished Undergrad	Finalists for the annual Distinguished Undergraduate Award (LI)
DUEF Trustee	Current members of the Foundation's Board of Trustees
DUEL	All graduates of the Delta Upsilon Emerging Leaders (DUEL) Experience
DUIF Director	Current members of the Fraternity's Board of Directors
Executive Director	The Executive Director of the Fraternity and Foundation.
Facilitator	Those who are serving as facilitators or presenters at the Leadership Institute
Founders Medal	Alumni brothers who have received the Founders Medal, which recognizes alumni and volunteers for their support
Global Service	Brothers who have attended a GSI trip
Guest	Our guests at LI
Justice League	Volunteers, friends and the extended members of the DU family
"Donor Level"	Foundation ribbon for donors (Oak Circle, President's Club, Founders Club)
Past President	Brothers who have served as International President of the Fraternity in the past
Past Staff	Brothers who have served on the IHQ staff in the past
Province Governor	Those alumni currently serving as a Province Governor
UGAB	Those undergraduates currently elected to the Undergraduate Advisory Board
Williams Society	Those who have visited the DU founding site at Williams College

PROVINCES AND LEADERSHIP

PROVINCE 1 NORTHEAST

Province Governor:

Rob Losco, *Iona '10*

UGAB Representative:

Aaron Emalfarb, *Maryland '20*

Bucknell Colony
Christopher Newport Chapter
Clarkson Chapter
Colgate Chapter
Cornell Chapter
Hamilton Chapter
Iona Chapter
James Madison Chapter
Lafayette Chapter
Lehigh Chapter
Maryland Chapter
Pennsylvania State Chapter
Quinnipiac Chapter
Rochester Chapter
Rutgers Chapter
Seton Hall Colony
Swarthmore Chapter
Syracuse Chapter
Tufts Chapter
Vermont Chapter
Virginia Chapter

PROVINCE 2 MIDWEST

Province Governor:

Kevin Friis, *Western Reserve '08*

UGAB Representative:

Clayton Cooper, *Western Reserve '19*

Bradley Chapter
Carthage Chapter
Chicago Chapter
DePauw Chapter
Illinois Chapter
Indiana Chapter
Kent State Chapter
Miami Chapter
Michigan Chapter
Michigan Tech Chapter
Northern Illinois Chapter
Northwestern Chapter
Ohio Chapter

Ohio State Chapter
Purdue Chapter
Western Illinois Chapter
Western Reserve Chapter
Wisconsin Chapter

PROVINCE 3 SOUTH

Province Governor:

Doug Massengill, *North Carolina '10*

UGAB Representative:

Jeremy Molina, *Florida '21*

Central Florida Chapter
Elon Chapter
Embry-Riddle Chapter
Florida Chapter
Georgia Tech Chapter
Louisville Chapter
North Carolina Chapter
North Florida Chapter
South Carolina Chapter

PROVINCE 4 GREAT PLAINS

Province Governor:

Kevin Guinan, *Iowa State '15*

UGAB Representative:

Alex Hauser, *Iowa State '20*

Arlington Chapter
Culver-Stockton Chapter
Houston Chapter
Iowa Chapter
Iowa State Chapter
Kansas State Chapter

Missouri Colony
Nebraska Chapter
North Dakota Chapter
North Dakota State Chapter
Oklahoma Chapter
Texas Chapter
Wichita Chapter

PROVINCE 5 WEST

Province Governor:

Jason Clark, *Washington State '01*

UGAB Representative:

Austin Lamb, *Boise State '19*

Boise State Chapter
Cal Poly Chapter
California Chapter
Loyola Marymount Colony
Oregon Chapter
Oregon State Chapter
San Diego State Chapter
San Jose Chapter

PROVINCE 6 CANADA

Province Governor:

Vacant

UGAB Representative:

Jamie Keld, *Western Ontario '21*

Alberta Chapter
Guelph Chapter
Toronto Chapter
Western Ontario Chapter



SCHEDULE KEY

Get the most out of your Leadership Institute experience by utilizing the following key when viewing the Leadership Institute schedule. Colors correspond with programming designed for various audiences. Alumni may elect to attend breakout sessions intended for undergraduates.

- **EVENTS FOR ALL ATTENDEES**
- **EVENTS FOR UNDERGRADUATES**
- **EVENTS FOR ALUMNI**
- **BOARD OF DIRECTORS, FOUNDATION TRUSTEES, OR COMMITTEE MEETINGS**

THURSDAY SCHEDULE

FRATERNITY BOARD OF DIRECTORS MEETING

8:00 a.m. - 3:30 p.m. | Discovery

REGISTRATION

11:00 a.m. - 10:00 p.m. | Studio Lounge

GSI REGIONAL COMMUNITY SERVICE EVENT

12:00 p.m. - 4:00 p.m. | Studio Five
Kaye Schendel

The Four Founding Principles will be in action! Members of Delta Upsilon will bring the Global Service Initiative to our host city with an afternoon of service, discussion and brotherhood. In addition, participants will experience what service programs can look like in their chapters back home.

INTERNATIONAL HEADQUARTERS TOURS

1:00 p.m. - 4:00 p.m.

8705 Founders Road, Indianapolis, IN 46268

Welcome to the home of Delta Upsilon's International Headquarters! IHQ will be open for tours this afternoon. Drive yourself or take a taxi, Uber or Lyft to the northwest side of Indianapolis to learn more about DU's history and the Fraternity artifacts on display. This is a come-and-go event.

ORIENTATION SESSIONS (EVERY 30 MINUTES)

2:00 p.m. - 6:30 p.m. | Network
Immediately following Initiation | Network

Learn all that Leadership Institute has to offer, including educational programming, award ceremonies and our legislative process.

Note: All undergraduates must attend one session.



THURSDAY SCHEDULE (CONTINUED)



COMMITTEE MEETINGS

4:00 p.m. - 5:00 p.m.

Credentials - Studio Six

Judicial - Theory

Legislative - Cosmopolitan C

Resolutions - Studio Two

COMMITTEE MEETINGS

4:00 p.m. - 6:00 p.m.

Men of Merit - Cosmopolitan D

PROVINCE MEETINGS

5:30 p.m. - 6:15 p.m.

Province 1 (Northeast) - Studio Five

Province 2 (Midwest) - Studio Six

Province 4 (Great Plains) - Vision

INITIATION (RITE I)

6:00 p.m. - 6:30 p.m. | Studio Two

WELCOME DINNER & INITIATION (RITE II)

7:00 p.m. - 9:30 p.m. | Regency Ballroom

Join International Fraternity President Thomas Durein, *Oregon State '92*, and Chairman Robert Lannin, *Nebraska '81*, as they recap the Fraternity's success from the past year. Experiencing the DU Ritual together during Rite II of Initiation will also set you up for a Leadership Institute rooted in DU's mission and Principles.

PROVINCE MEETINGS

Immediately following Initiation

Province 3 (South) - Studio Five

Province 5 (West) - Vision

Province 6 (Canada) - Studio Six

UGAB MEETING

10:30 p.m. - 11:30 p.m. | Studio Two

FRIDAY SCHEDULE

COLONY MEETINGS

7:30 a.m. - 8:30 a.m. | Studio Two

REGISTRATION

8:00 a.m. - 5:00 p.m. | Studio Lounge

GENERAL SESSION: REDEFINING BROTHERHOOD

9:00 a.m. - 10:15 a.m. | Regency Ballroom
Gentry McCreary, Ph.D.

Why did you join Delta Upsilon? Perhaps for the social experience, sense of solidarity and belonging, or maybe even to find a group of friends to challenge each other and hold each other accountable? These are all aspects of brotherhood that the fraternity experience offers. Redefining Brotherhood explores these concepts in depth, exploring the four dimensions of brotherhood and why they matter. Based on data collected in the DU Membership Outcomes Assessment, this session will allow DU members to better understand their chapter's brotherhood and how to strengthen it.

BOARD OF DIRECTORS AND BOARD OF TRUSTEES JOINT MEETING

9:00 a.m. - 11:00 a.m. | Discovery

EDUCATIONAL BREAKOUT SESSIONS

10:30 a.m. - 11:30 a.m.

Judicial Board Training - Theory

Kody Rother, *North Dakota '09*
Nicole Belinsky

Accountability is an important aspect of any successful chapter. A strong culture of accountability is supported by an effective judicial board process. This session will help you learn the nuts and bolts of creating a fair and just process for managing conduct issues in your chapter.

History of Delta Upsilon - Studio Six

Craig Sowell, *Houston '92*

Delta Upsilon has a rich and storied past. We will take this opportunity to look back to Williams College in 1834. As we walk through the story of Delta Upsilon over the ensuing 184 years, we will have the opportunity to reflect on where we have been as a means for understanding why this great Fraternity means so much to us today.

Impacting the Brotherhood in Your Chapter - Studio Five

Gentry McCreary, Ph.D.

This session will dive deeper into the topic of brotherhood in your chapter. During the general session Friday morning, we discussed how the four measures of brotherhood can impact a chapter. Now, we will have an opportunity to look more specifically at the brotherhood in your chapter. Dr. McCreary will help participants better utilize the Delta Upsilon Membership Outcomes Assessment data to better understand their chapters and to implement new ideas for improvement.

Men of Merit, CEP, Reporting - Concept A-D

Michelle Marchand

We know that your chapter strives to operate at its best. Delta Upsilon has set up a variety of programs and processes to assist your chapter in operating successfully. This session will cover a variety of topics, including tools to utilize when working with the following topics:

- Men of Merit Chapter Standards Program and how the standards affect your chapter
- How to complete Chapter Excellence Plan in a simple and manageable way
- Updates on how Men of Merit and CEP impact changes in the Substance-free Housing Policy

Working for Delta Upsilon - Vision

Hayden Rahn, *Oregon '16*

There is no experience quite like that of working for your Fraternity. Working for Delta Upsilon provides an opportunity for personal growth and professional development. DU is looking for team members who want to make an impact while helping our chapters succeed. Come learn about the internship and staff opportunities we have available at DU!

FRIDAY SCHEDULE (CONTINUED)

ALUMNI & VOLUNTEER CONFERENCE

10:30 a.m. - 11:30 a.m. | Network

Loss Prevention and Substance-Free Housing Review

Sara Jahansouz Wray, Ed.D.

Dominic Greene, *Oregon '99*

Join DU staff to share in a year-in-review of Loss Prevention policies and procedures, as well as substance-free housing updates. We will discuss current campus culture and ways in which Delta Upsilon is redefining the undergraduate experience across North America.

AWARDS LUNCHEON

11:45 a.m. - 1:15 p.m. | Regency Ballroom

During the awards luncheon, we will celebrate numerous chapters and individuals for their outstanding efforts on campus, in the community, in their careers and within Delta Upsilon.

EDUCATIONAL BREAKOUT SESSIONS

1:30 p.m. - 2:30 p.m.

A Conversation with Chad Leat - Vision

Chad Leat, *Kansas '78*

Throughout his life, Chad Leat has been the type of leader—both in business and the community—who makes Delta Upsilon proud. This session will provide an opportunity to hear some of the lessons learned along the way by our Sloan-Kettering Award of Merit in Business recipient. A full bio for Brother Leat is on page 16.

Alcohol Skills Training Program: Part 1 - Cosmopolitan D

Nicole Belinsky

A safe and enjoyable social experience is an important part of every chapter's programming. This session will help participants better understand the impact of alcohol consumption, while providing skills and training on healthy behaviors around alcohol use and tactics for the prevention of unhealthy behaviors around alcohol use. This is a two-part session; participants should attend both sessions.

Five Myths of Hazing - Studio Five

Gentry McCreary, Ph.D.

Hazing persists in fraternities because our members think it benefits the organization. But does it? This session will explore the roots of hazing and will debunk five of the most common myths that contribute to the prevalence of hazing on college campuses. Using a variety of empirical data and research, this session will give participants a better understanding of the problems with hazing, will challenge participants' perceptions about the benefits of hazing, and will give students strategies on addressing the hazing culture in their chapters.

In Consideration of Others - Discovery

Craig Franz, FSC, Ph.D., *Bucknell '75*

Ryan King

The Ritual of our Fraternity reminds us that we are called to show "consideration of others" and "to conserve the heritage handed down to us by past generations of Delta Upsilon." In this session, participants will reflect on important role models and will show appreciation for people who have invested in their lives.

Performing the Delta Upsilon Ritual - Studio Six

Craig Sowell, *Houston '92*

The Ritual of Delta Upsilon is the glue that binds our international brotherhood together. A well performed Ritual also creates a special and memorable experience for our newest members as we welcome them into Delta Upsilon. This session will teach you the history of where our Ritual came from, as well as provide a how-to guide for making the Ritual an impactful experience in your chapter.

Successful Transition to Substance-Free Housing - Concept A-D

Dominic Greene, *Oregon '99*

The Fraternity is in the process of implementing a Substance-free Housing Policy for August 2020. This session will provide updates on the policy. Participants will have an opportunity to ask questions and process through challenges they anticipate in their campus environment. Best practices and resources for implementation will be provided to aid chapters in developing plans to transition into this policy.



ALUMNI & VOLUNTEER CONFERENCE

1:30 p.m. - 2:30 p.m. | Network

Fraternity Update

Thomas Durein, *Oregon State '92*

Justin Kirk, *Boise State '00*

Robert Lannin, *Nebraska '81*

This is a time of substantial transition not only within Delta Upsilon, but also in the fraternal realm. In this session, the leadership of the Fraternity will provide an overview of the interfraternal environment and trends on campus. They will also address new Delta Upsilon priorities and initiatives.

EDUCATIONAL BREAKOUT SESSIONS

2:45 p.m. - 3:45 p.m.

Alcohol Skills Training Program: Part 2 - Cosmopolitan D

Nicole Belinsky

A safe and enjoyable social experience is an important part of every chapter's programming. This session will help participants better understand the impact of alcohol consumption, while also providing skills and training on healthy behaviors around alcohol use and tactics for the prevention of unhealthy behaviors around alcohol use. This is a two-part session; participants should have attended Part 1.

Sexual Assault Prevention - Studio Five

Kody Rother, *North Dakota '09*

Delta Upsilon is in a position to have a significant impact in addressing sexual assault on our college campuses. This is an important issue that can impact our members, friends, guests and fellow students. As leaders on campus, it is incumbent upon our members to create a safer environment for all students. This session will help members understand the nature of the sexual assault problem on campus while providing participants with tangible steps for creating a safer environment within the chapter and around campus.

Managing Conflict in Your Chapter - Studio Six

Russell Harp, *Kansas State '16*

Most people struggle when it comes to managing conflict, particularly when it's among chapter brothers and friends. To be a good leader, however, you have to know how to diffuse difficult situations and manage confrontation effectively. This session will provide you with the skills necessary to handle challenging situations in your chapter.

Set Yourself up For Career Success - Panel Discussion - Theory

Kevin Guinan, *Iowa State '15*

Rick Holland, *Syracuse '83*

John Little, *San Diego State '72*

Moderator: Kaye Schendel

This session will feature a panel of alumni who are succeeding at different stages in their career. They will provide insights they have learned along the way. Bring your questions and learn more about what you can be doing now to set yourself up for a successful career.

FRIDAY SCHEDULE (CONTINUED)



ALUMNI & VOLUNTEER CONFERENCE

2:45 p.m. - 3:45 p.m. | Network

Assessing the Membership Experience

Gentry McCreary, Ph.D.

What do you gain from your membership in Delta Upsilon? We can all offer personal anecdotes and individual stories to answer that question with passion. However, when pushed on the positive value of DU membership, we are hard pressed to really prove it. The Delta Upsilon Membership Outcomes Assessment is an innovative endeavor that seeks to use validated research methods to develop a comprehensive understanding of the membership experience. This session will present results from Year Four of the assessment.

UNDERGRADUATE CONVENTION

2:45 p.m. - 5:30 p.m. | Cosmopolitan A

The Undergraduate Convention is Delta Upsilon's undergraduate voting body. All chapters must select one member to serve as its delegate for the Convention. To report this delegate, visit the LI registration desk at some point prior to this session. Other undergraduate LI attendees should attend one of the breakout sessions and the IGNITE series.

IGNITE SERIES

4:00 p.m. - 5:30 p.m. | Regency Ballroom

Similar to TED Talks, the IGNITE Speaker Series is designed to put members and friends of DU on stage to share their ideas, stories or messages with participants in 10 minutes or less. Delta Upsilon alumni, undergraduate members and friends applied and were selected to present their IGNITE on the LI main stage.

WINE TASTING (INVITE ONLY)

6:00 p.m. - 7:15 p.m. | Indiana Repertory Theatre Grand Lobby

Guests who have purchased a ticket are invited to join us for a special tasting of wines from wineries owned or managed by DU brothers. Stop by the Delta Upsilon Educational Foundation table to learn more. Must be 21 or older to attend. This event is limited to 48 people.

NCAA HALL OF CHAMPIONS

6:30 p.m. - 10:00 p.m.

Dinner will be served in the Regency Ballroom for undergraduates at 6p.m., then we will meet in the hotel lobby at 6:30p.m. to walk to the NCAA Hall of Champions for a private event. Located with the NCCA's headquarters, the Hall of Champions boasts two floors of interactive exhibits featuring sports trivia, video highlights, sports simulators and a basketball court.

DONOR RECEPTION (INVITE ONLY)

7:15 p.m. - 8:00 p.m. | Indiana Repertory Theatre Grand Lobby

SATURDAY SCHEDULE

FOUNDERS FITNESS RUN

6:30 a.m. - 7:30 a.m. | Depart from lobby

REGISTRATION

8:00 a.m. - 5:00 p.m. | Studio Lounge

GENERAL SESSION: PARENTS AFFECTED BY HAZING

9:00 a.m. - 10:15 a.m. | Regency Ballroom

Jim and Evelyn Piazza

Kathleen Wiant

Moderator: Craig Franz, FSC, Ph.D.,
Bucknell '75

Hazing is an act that violates the most fundamental tenants and Principles of Delta Upsilon. In this program, we will confront this important issue by hearing from several parents who have lost their sons due to tragic acts of hazing. They will share deeply personal stories of how hazing has impacted their families and lives. We will also learn about important educational interventions for addressing hazing prevention. Ultimately, this is a call to action for each of us in Delta Upsilon to be leaders who take action to address hazing in our organization and our communities.



EDUCATIONAL BREAKOUT SESSIONS

10:30 a.m. - 11:30 a.m.

Parents Affected By Hazing – Debrief Session

This session will provide participants an opportunity to debrief and process after hearing from the panel of parents affected by hazing. We will talk about what we have learned and what we need to do moving forward. Participants should go to the room assigned for their chapter.

Debrief 1 – Karl Grindel and Kody Rother, *North Dakota '09*

- Chapters: Alberta – Central Florida
- Studio Five

Debrief 2 – Dominic Greene, *Oregon '99*, and Josh Katz, *Central Florida '97*

- Chapters: Christopher Newport – Illinois
- Studio Six

Debrief 3 – Hayden Rahn, *Oregon '16*, and Nicole Belinsky

- Chapters: Indiana – Lafayette
- Concept A-D

Debrief 4 – Noah Borton and Tom Pelarinos, *Bradley '17*

- Chapters: Lehigh – Nebraska
- Theory

Debrief 5 – Kaye Schendel and Kevin Guinan, *Iowa State '15*

- Chapters: North Carolina – Rutgers
- Vision

Debrief 6 – Russell Harp, *Kansas State '16*, and Sean Fitzgerald, *Michigan '12*

- Chapters: San Diego State – Wisconsin
- Cosmopolitan D

Debrief 7 – Sara Jahansouz Wray, Ed.D.

- Alumni Session
- Network

SATURDAY SCHEDULE (CONTINUED)



EDUCATIONAL FOUNDATION TRUSTEES MEETING

10:30 a.m. - 11:30 a.m. | Discovery

PHILANTHROPY LUNCHEON

11:45 a.m. - 1:30 p.m. | Regency Ballroom

During the Philanthropy Luncheon, we will recognize our members' philanthropic efforts. The DU Educational Foundation will celebrate the donors who help us in *Building Better Men*, and the Fraternity will highlight our efforts with the Global Service Initiative.

EDUCATIONAL BREAKOUT SESSIONS

1:45 p.m. - 2:45 p.m.

Associate Member Education - Studio Six

Noah Borton

Effectively introducing new associate members into a chapter is critical for organizational success. This session will map it all out for you. Participants will leave with the plan and resources in hand to ensure they are able to lead an effective educational experience for their newest men. This session will cover the what, the why and the how for the Delta Upsilon Associate Member Education Program.

Do You Have What It Takes? Recruitment Skills - Theory

Max Parent, *James Madison '19*

Alex Gourley, *Iowa '19*

Recruiting the right way takes skill and practice. This session will teach you the skills to approach potential members, develop rapport and promote the Fraternity. Get ready to practice the techniques that will build your chapter.

Loss Prevention Policy - Vision

Sara Jahansouz Wray, Ed.D.

This session will review policies and procedures for Loss Prevention compliance for the International Fraternity. We will explore examples of current chapter engagement and provide best practices for keeping members and guests safe.

Note: All chapters must send a representative to this session to receive their Loss Prevention Insurance Credit.

Masks of Masculinity - Concept A-D

Hayden Rahn, *Oregon '16*

We will explore the nine masks of masculinity outlined by author Lewis Howes in his book, "The Mask of Masculinity," and understand how each relates to fraternity men. Through conversations and case studies, you will be able to better identify, address and strip away the different types of masks that men are prone to wear.

Supporting the Global Service Initiative - Studio Five

Kaye Schendel

If you are excited about GSI but don't know where to start, this is the session for you. This session will help participants learn how to get their brothers to understand and engage with GSI. It will also provide tips and ideas to support your GSI fundraising efforts.

ASSEMBLY OF TRUSTEES

2:00 p.m. - 3:00 p.m. | Cosmopolitan A

The Assembly of Trustees is Delta Upsilon's alumni voting body. All alumni chapters whose undergraduate chapters are in good standing with the Fraternity are afforded a delegate. All alumni are welcome to attend this meeting.

CLOSING BREAKOUT SESSIONS

3:00 p.m. - 4:30 p.m.

Making an Impact in Your Chapter

You came, you saw...what do you do next? The most critical part of any Leadership Institute is what you do when you get home. This session will help you process what you have learned in your time at LI and how you can apply it in your chapter. You will review key practices for initiating positive change within your chapter, and you will leave with a plan to make an impact on your brothers. Participants should attend the session assigned for their chapter.

Theory - Noah Borton and Kody Rother, *North Dakota '09*

- Chapters: Alberta - Illinois

Vision - Nicole Belinsky

- Chapters: Indiana - North Carolina

Concept A-D - Sean FitzGerald, *Michigan '12*

- Chapters: North Dakota - Wisconsin

GROUP PHOTO

6:00 p.m. - 6:15 p.m. | Meet in Lobby

RECEPTION

6:15 p.m. - 7:15 p.m. | Regency Foyer

GRAND BANQUET

7:30 p.m. - 9:30 p.m. | Regency Ballroom

The highlight event of the Leadership Institute, the Grand Banquet is the Fraternity's opportunity to recognize members and chapters for their work to further the Four Founding Principles of Delta Upsilon.

TRIVIA TOURNAMENT & T-SHIRT AUCTION

15 minutes following | Regency E-F
the Grand Banquet



AWARD OF MERIT

Delta Upsilon's Awards of Merit are presented to esteemed members and friends of the Fraternity who have exhibited a devotion to Delta Upsilon, as well as excellence or notoriety within their profession. The awards get their name from the Fraternity's historical tie to our Founders' description: "the only superiority that we acknowledge is the superiority of merit." Awards are then named for outstanding DU alumni in that particular field. Congratulations to this year's Award of Merit Recipient who will speak at Friday's Awards Luncheon.



CHAD LEAT, KANSAS '78

SLOAN-KETTERING AWARD OF MERIT IN BUSINESS

Brother Chad Leat, retired Vice Chairman of Global Banking at Citigroup, has nearly 30 years of markets and banking experience on Wall Street. He is an acknowledged leader and innovator in corporate credit and M&A finance having completed some of the largest acquisition financings in history. Over the years, he has built and led numerous successful and profitable businesses at Citigroup, JPMorgan Chase and their predecessor companies.

Brother Leat is the current Chairman of the Board of Directors of J.Crew, an American specialty retailer with revenues in excess of \$2 billion. The company also includes the rapidly growing Madewell Brand for women. He is Chairman of the Board of Directors MidCap Financial, PLC, a middle market direct commercial lending business affiliated with Apollo Global

Management with nearly \$20 billion of assets under management. He sits on the Board of Directors of Norwegian Cruise Lines, where he serves as Chairman of the Audit Committee and a member of the Compensation Committee; is on the Supervisory Board of Hamburg Commercial Bank, headquartered in Hamburg, Germany, where he also serves as Chairman of the Risk Committee; and serves on the Board of Directors of TPG Pace Holdings Corp. (TPGH-UN) where he serves as Chairman of the Audit Committee.

On the civic and philanthropic front, Brother Leat is a member of Economic Club of New York and has served on the board of several charitable organizations. He is currently a Trustee of the Parrish Museum of Art.

Brother Leat, 63, is a graduate of the University of Kansas, where he received his Bachelor of Science degree. He finished the Directors' Consortium at Stanford Graduate School of Business in Palo Alto, California in the spring of 2019. Leat was named a Distinguished Kansan in 2018. He is an avid equestrian and lives in Paris, France; Bridgehampton, New York; and New York City.

SUBSTANCE-FREE HOUSING 1:1 MEETINGS

Delta Upsilon is transitioning to substance-free housing by fall 2020. Is your chapter prepared? During LI, you have the opportunity to attend educational sessions about the policy and best practices. You can also meet one-on-one with DU's Director of Health & Safety Initiatives, Dominic Greene, Oregon '99, to ask questions and start creating an action plan for your chapter.

VISIT THE LI REGISTRATION DESK TO SIGN UP FOR A SUBSTANCE-FREE HOUSING 1:1 MEETING.

Choose from timeslots available in one of the following blocks:

Thursday: 5-7 p.m.

Friday: 8-9 a.m.

Saturday: 3-5 p.m.

DU EDUCATIONAL PROGRAMS

PRESIDENTS ACADEMY



Presidents Academy accelerates the growth and learning of DU's Chapter Presidents each year. Presidents from each chapter/colony participate in an institute-style program with a curriculum that emphasizes the mission and Principles of Delta Upsilon as a foundation for effective chapter leadership. As a team, Chapter Presidents are exposed to new ideas and possibilities, and are encouraged to apply what they learn to their leadership role and responsibility. They learn from each other, stretch their boundaries, discover strengths and envision a more successful version of their chapter.

JAN. 3-6, 2020 - CAMP TECUMSEH, BROOKSTON, IN

REGIONAL LEADERSHIP ACADEMY



Each February, Delta Upsilon facilitates the Regional Leadership Academy (RLA) throughout the United States. RLA serves as a unique opportunity for chapter officers in a specific geographic region to attend sessions that span a wide range of topics affecting fraternity life today. It is intentionally designed as an officer training platform to provide tangible skills needed for success. Participants include both current and future chapter officers who engage in an interactive training and education process that helps them explore their role as a part of a highly effective leadership team for their chapter.

FEB. 7-9, 2020 - RLA WEST, PORTLAND, OR

FEB. 7-9, 2020 - RLA SOUTH, ATLANTA, GA

FEB. 14-16, 2020 - RLA NORTHEAST, PHILADELPHIA, PA

FEB. 14-16, 2020 - RLA GREAT PLAINS, KANSAS CITY, MO

FEB. 21-23, 2020 - RLA MIDWEST, CHICAGO, IL

RECRUITMENT SYMPOSIUM



Recruitment Symposium is a training program for chapter and colony Vice Presidents of Membership Recruitment. This multi-day training teaches the officers the necessary skills to lead the chapter in a successful values-based membership recruitment and selection.

HELD IN CONJUNCTION WITH RLA

ADVISORS ACADEMY



Advisors Academy is a training program for primary chapter advisors, providing education on advising, facilitation techniques and strategies for working effectively with university students. The academy is held in conjunction with the Regional Leadership Academy, which offers the advisors the chance to join new chapter officers in certain areas of programming and build relationships.

HELD IN CONJUNCTION WITH RLA

GLOBAL SERVICE INITIATIVE



The Delta Upsilon Global Service Initiative offers members a unique opportunity to work with global and local communities, while uniting Delta Upsilon competencies and Principles with substantive volunteer service. Students travel to, study in and work with communities where social and economic conditions are substandard. During the global experience, students engage in service-learning to make a meaningful impact in our global society to address the issues plaguing urban societies; these members will roll up their sleeves to create or rebuild areas of need.

JAN. 4-11, 2020 - GSI #1

MAY 9-16, 2020 - GSI #2

JUNE 13-20, 2020 - GSI #3

LEADERSHIP INSTITUTE



Leadership Institute is DU's annual leadership conference/ Fraternity convention. More than 300 members participate in defined tracks focusing on leadership development and chapter operations. During the Institute, students meet in the Undergraduate Convention business meeting to discuss the matters of legislation that affect the Fraternity. The Fraternity recognizes its top chapters and individuals in award ceremonies.

JULY 30 - AUG. 2, 2020 - LOCATION TBA

DU EMERGING LEADERS EXPERIENCE



The Delta Upsilon Emerging Leaders Experience (DUEL) is an interactive program that encourages newly initiated members to go deeper and broader in defining their identity and their impact. Participants develop an understanding of their leadership by analyzing their strengths through the StrengthsQuest Inventory. In addition, students visit Williams College to connect with the history and founding of Delta Upsilon. This visit facilitates the most intensive Ritual education offered in DU educational programs. Through developing their strengths and clarifying personal values, participants take ownership for creating their ideal Delta Upsilon experience.

DATE TBA - UMASS AMHERST & WILLIAMS COLLEGE

BUILDING BETTER MEN RETREATS



Building Better Men Retreats are intensive weekend-long retreats customized to meet the needs of a chapter. Senior Fraternity staff and trained volunteers facilitate the retreats, which focus on creating chapter buy-in to a shared plan of action.

HELD UPON REQUEST

FRATERNITY AND FOUNDATION LEADERSHIP

FRATERNITY BOARD OF DIRECTORS



THOMAS DUREIN
Oregon State '92
President



ROBERT LANNIN
Nebraska '81
Chairman



JAMES BELL
Calgary '94
Secretary



DAVID WHITMAN
Indiana '75
Treasurer



AARON CLEVENGER, Ed.D.
Central Florida '97
Alumni Director



TIMOTHY DOWD
Oklahoma '75
Alumni Director



DREW DUNHAM, Ph.D.
San Jose '86
Alumni Director



BRUCE HOWARD
San Diego State '70
Alumni Director



BRAD JOHN
Iowa '96
Alumni Director



LYNN LUCKOW
North Dakota '71
Alumni Director



DUSTIN ROBERTS
Bradley '03
Alumni Director



ASHTON MILLS
Oregon State '19
Undergraduate Director



MAX PARENT
James Madison '19
Undergraduate Director

FOUNDATION BOARD OF TRUSTEES



STEPHEN ROWLEY
Ohio '65
Chairman



CRAIG FRANZ, FSC, Ph.D.
Bucknell '75
Vice-Chairman



LEWIS GREGORY
Kansas '75
Secretary



DAVID FRANZETTA
Michigan State '70
Treasurer



WILLIAM RAPPOLT
Lafayette '67
VP - Investments



ROY ALLAN
Lehigh '68
Trustee



BRUCE BAILEY
Denison '58
Trustee



WILLIAM BITTNER
Bradley '74
Trustee



RICHARD CAMPBELL
Nebraska '68
Trustee



RALPH CASTNER
Nebraska '85
Trustee



DAVID COLE
Wilmington '72
Trustee



ROBERT DAHLSGAARD
Bradley '63
Trustee



JOHN DELANEY
Florida '77
Trustee



JOHN EPLEE, M.D.
Kansas State '75
Trustee



DAVID MEYERS
Wisconsin '77
Trustee



WARREN NESBITT
Wisconsin '76
Trustee



COADY PRUETT
Cal Poly '02
Trustee



JOSEPH RAUDABAUGH
North Carolina State '78
Trustee Nominee



DARYL REISFELD
Rochester '03
Trustee



RICHARD THOMPSON
Michigan State '67
Trustee



JOHN WEISEL, M.D.
Oregon '48
Trustee



NICKOLAS WELTON
Lehigh '10
Trustee

FRATERNITY AND FOUNDATION STAFF



JUSTIN KIRK
Boise State '00
Executive Director
Fraternity and Foundation



JANA ANDERSON
Executive Assistant



NICOLE BELINSKY
Chapter Development
Director



MEGHAN BENDER
Development Director



NOAH BORTON
Senior Director of
Educational Programs



COLIN FINN
Iowa State '05
Director of Advancement



CHRIS GIBSON
Western Illinois '21
Summer Intern



ALEX GOURLEY
Iowa '19
Leadership Consultant



DOMINIC GREENE
Oregon '99
Director of Health & Safety
Initiatives



KARL GRINDEL
Associate Executive
Director, Fraternity



RYAN KING
Associate Executive
Director, Foundation



ERIK KOWOLS
Carthage '16
Graphic Designer



MADISYN MANDELBAUM
Digital Media Coordinator



MICHELLE MARCHAND
Senior Director of Chapter
Development



VERONICA H. MOORE
Director of Educational
Programs



MAX PARENT
James Madison '19
Leadership Consultant



HAYDEN RAHN
Oregon '16
Expansion & Development
Director



KAYE SCHENDEL
Director of Global
Initiatives



**ASHLEY MARTIN
SCHOWENGERDT**
Director of
Communications



MATT TALLEY
Maryland '21
Summer Intern



MARY ELLEN WATTS
Senior Staff Accountant



**SARA JAHANSOUZ
WRAY, Ed.D.**
Director of Loss Prevention

DELTA UPSILON FRATERNITY INTERNATIONAL HEADQUARTERS

8705 Founders Road
Indianapolis, Indiana 46268
Phone: 317.875.8900
www.deltatau.org

DU EDUCATIONAL FOUNDATION AND OAK CIRCLE

ABOUT THE DUEF

The Delta Upsilon Educational Foundation's mission is to support the International Fraternity and its members in their efforts of *Building Better Men*. As a separate 501(c)3 organization, the DUEF is able to accept tax-deductible gifts that are used to fund the programs, scholarships and initiatives that create strong, lifelong leaders and global citizens.

IN 2018-2019 THE DUEF PROVIDED:

TOTAL GRANT TO THE FRATERNITY: \$221,450

LI Scholarships	DUEL Scholarships	GSI Scholarships	RLA Scholarships	McQuaid Scholarships	Oak Circle Scholarships	Study Abroad Scholarships
43	21	11	58	11	6	4

TOTAL GRANT TO CHAPTER EDUCATIONAL AND HOUSING ACCOUNTS: \$1,009,652

OAK CIRCLE

As a member, you don't have to be an alumnus to donate to the Foundation. In 2001, the DUEF started a giving program specifically for undergraduates. It's called the Oak Circle.

Oak Circle funds are by undergraduates for undergraduates. This money is used to fund scholarships for DU brothers to attend the North American Interfraternity Conference's Undergraduate Interfraternity Institute. UIFI brings together undergraduate members of fraternal organizations (fraternities, sororities, multi-cultural fraternal groups, local groups) to explore and elevate their leadership in their chapters and communities. Oak Circle Scholarship applications open in January and are due March 1.

Gifts of any size are important to the success of the Oak Circle. Here are just a few reasons why you should give.

- Impact the lives of your DU brothers
- Start a habit of giving
- Help your chapter earn special recognition through collective giving
- Earn a special recognition gift
- Be recognized in the *DU Quarterly*



Brother David Rios, *Iowa State '21*, and Brother Steve Pickwell, *Bradley '22*, attended Session 3 of the Undergraduate Interfraternity Institute at Indiana University earlier this summer. Brothers Rios and Pickwell both received UIFI scholarships from the Oak Circle.

SAVE THE DATE FOR THE 2019 FOUNDERS DAY OF GIVING



WE NEED YOUR HELP FOR THE 2019 FOUNDERS DAY OF GIVING ON NOV. 4.

This year, you can help by not only making a gift on Founders Day but also by being an FDOG ambassador. Share and promote the Founders Day of Giving campaign online and help DU bring in even more donors and more dollars in 2019! If you are interested in learning more about this, please email Director of Advancement Colin Finn, *Iowa State '05*, at finn@deltatau.org.

DELTA UPSILON LOSS PREVENTION POLICY

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:
 - Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
 - 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.

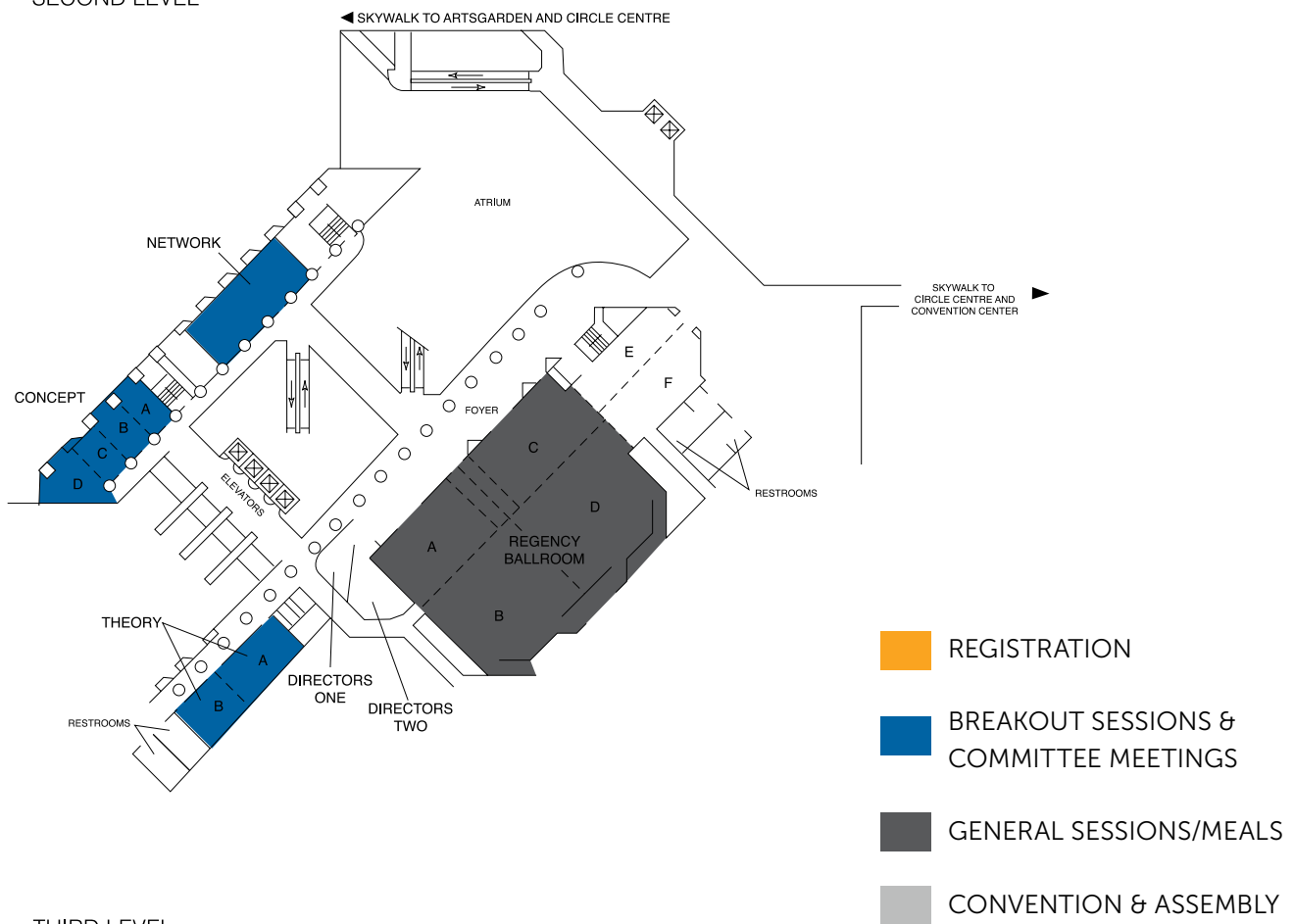
REPORTING

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.

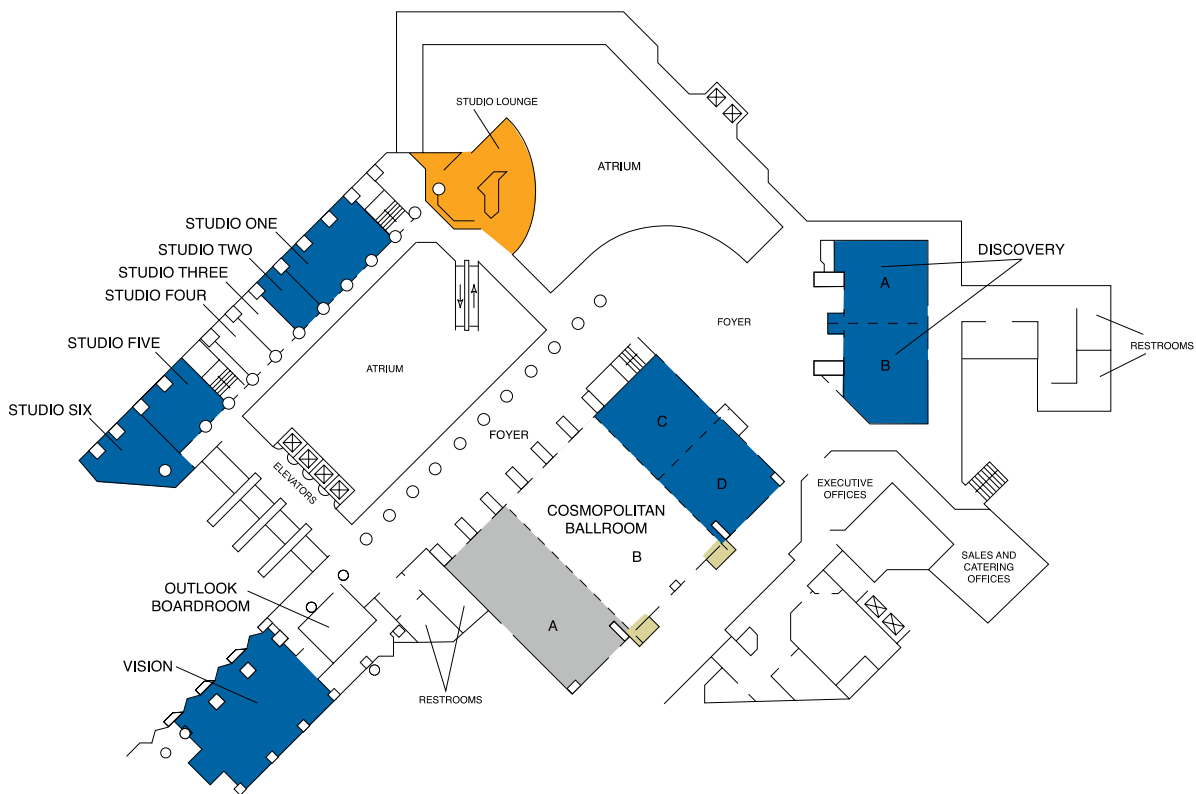


HOTEL MAP

SECOND LEVEL



THIRD LEVEL





DELTA UPSILON
INTERNATIONAL FRATERNITY