

## **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**

The chapter/organization, and members must comply with all federal, state, provincial, and local 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 chapter/organizational 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 federal, state, provincial, local law, or chapter/organizational 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.

## **DISCRIMINATION, HARASSMENT AND SEXUAL MISCONDUCT**

The chapter/organization and its members must comply with all federal, state, provincial, and local 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 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.

## **ASSAULT & BATTERY**

In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises, no chapter, member or guest shall engage in assault and battery, as defined in the state statutes in which the activity or event occurs.

## **RETALIATION**

The chapter/organization prohibits retaliation against any individual – members and non-members – for reporting, inquiring, or cooperating with a report around a violation of the Loss Prevention Policy.

Retaliation is any action, statement, or behavior that is designed to punish an individual for filing a compliance report, cooperating with a compliance investigation, seeking guidance regarding a compliance concern, or to deter one from taking such action.

### **FIREARMS, EXPLOSIVE OR INCENDIARY DEVICES**

The chapter/organization and its members must comply with all federal, state, provincial, local laws and campus policy as it relates to firearms or explosive or incendiary devices.

Firearms or explosive or incendiary devices are prohibited from the chapter facility and at all Fraternity activities or events.

### **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. 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. To report an injury or violation, please utilize one (or more) of the options below:

- In case of an emergency, call 911.
- Contact local Chapter President to report.
- Contact Chapter Advisor to report.
- Delta Upsilon has a hazing hotline specifically to report hazing: 1-888-NOT-HAZE.
- Call the International Headquarters at 317-875-8900
- Report an incident online at <https://www.deltatau.org/report-an-incident>.

### **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.