



# Greek Life Risk Management Policy

---

*Updated November 2012  
Effective January 14, 2013  
Revised August 20, 2014*

**The Office of Campus Activities will follow the FIPG standard in regard to all risk management policies. The FIPG policy can be found in its entirety at [www.fipg.org](http://www.fipg.org).**

## **I. ALCOHOL**

- A. The possession, sale, use, and consumption of alcoholic beverages by any Northwest Missouri State fraternity or sorority must be in compliance with any applicable state, federal, and local laws.
- B. All recruitment or intake activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor. A tavern or alcohol distributor is defined as an establishment generating more than half of annual gross sales from alcohol.
- C. Open parties, meaning those with unrestricted access by non-members of the fraternity or sorority, without specific invitation, where alcohol is present, are prohibited.
- D. No alcoholic beverages may be purchased through or with chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.
- E. No alcohol should be present at any pledge, associate member, new member, novice program, activity or ritual of the chapter.
- F. No chapter may co-sponsor an event with an alcohol distributor, charitable organization or tavern (defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern. A chapter may rent or use a room or area in a tavern (as defined above) for an event held within the provisions of this policy, including the use of a social event registration form and guest list.
- G. All chapter events with alcohol must be registered as a BYOB (bring your own beverage) event or the chapter must utilize a third party vendor.
- H. If utilizing a third party vendor, the chapter must complete the third party vendor checklist and submit with the event registration form.
- I. In the case of a BYOB event, all BYOB guidelines outlined by the National Interfraternity Council (NIC) on hosting safe social events must be followed. Please see BYOB Guidelines.

- J. At no point during a philanthropic event, including both the main philanthropic event and its related entities is the consumption of alcohol permitted.

## II. DRUGS

- A. The possession, sale or use of any illegal drugs or controlled substances while on chapter premises or during a fraternity/sorority event or at any event that an observer would associate with the fraternity/sorority is strictly prohibited.

## III. EVENTS

- A. An event registration form must be completed prior to any chapter sponsored event. This includes mixers, events with and without alcohol, philanthropy events, ritual ceremonies, etc. The registration form must be completed and submitted at least three business days prior to the event. The chapter(s) hosting the event will be notified by their respective council on whether the event is approved or not approved at least one business day prior to the event occurring.
- B. All BYOB events are allowed a maximum of a 2:1 ratio (2 guests per 1 active member). Guest lists are required to be submitted with the event registration form at least three business days prior to the event.

Ex. If a chapter has 80 members they may have two times that many guests in attendance at their event, 160 guests for a total of 240 participants.

The number of people in attendance at an event should never exceed the building's capacity.

- C. Greek-letter organizations are not allowed to provide alcohol at events or charge at the door for an event.
- D. All Third Party Vendor events are allowed a maximum of a 3:1 ratio (3 guests per 1 active member). Guest lists are required to be submitted with the event registration form at least three business days prior to the event.

Ex. If a chapter has 100 members they may have three times that many guests in attendance at their event, 300 guests for a total of 400 participants.

The number of people in attendance at an event should never exceed the building's capacity.

- E. Chapters must have a system for distinguishing minors from those guests who are of age at events where alcohol is present (i.e. wristbands, hand marks, etc.).
- F. Proof of identification must be shown before entering an event with alcohol. All guests must be at least eighteen years of age to enter and twenty-one years of age to consume alcohol.
- G. At an event where alcohol is present, chapters must have security. In addition, a minimum of four sober monitors must be present at all times. This includes a sober greeter, sober runner, sober floater and sober bartender.

- a. If three or more Greek-letter organizations are participating in a BYOB event, security must be hired through a professional organization.

H. It is the responsibility of the chapter to provide sober transportation to any member, guest, or alumni who may be drinking at any time during or after a chapter event where alcohol is present. The chapter must provide a minimum of two sober drivers in addition to SAFE Ride. The number for SAFE Ride is to be posted at the entrance/exit doors at all times.

#### **IV. HAZING**

##### Northwest Missouri State University ANTI-HAZING POLICY

The act of hazing is a violation of Northwest Missouri State University's Student Conduct Code and Missouri State Law. Northwest Missouri State University does not condone nor tolerate hazing of any type by any organization, or by an individual against another individual. The following Missouri State statutes define hazing in an educational institution and the penalties associated with individuals caught in the act of hazing.

##### Missouri State Law/Statutes on Hazing

578.360. As used in sections 578.360 to 578.365, unless the context clearly requires otherwise, the following terms mean:

1. "Educational institution," a public or private college or university;
2. "Hazing," a willful act, occurring on or off the campus of an educational institution, directed against a student or a prospective member of an organization operating under the sanction of an educational institution, that recklessly endangers the mental or physical health or safety of a student or prospective member for the organization for the purpose of initiation or admission into or continued membership in any such organization to the extent that such person is knowingly placed at probable risk of the loss of life or probable bodily or psychological harm. Acts of hazing shall include:
  - a. Any activity which recklessly endangers the physical health or safety of the student or prospective member, including but not limited to physical brutality, whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug, or other substance or forced smoking or chewing of tobacco products; or
  - b. Any activity which recklessly endangers the mental health of the student or prospective member, including but not limited to sleep deprivation, physical confinement, or other extreme stress-inducing activity; or
  - c. Any activity that requires the student or prospective member to perform a duty or task which involves a violation of the criminal law of this state or any political subdivision in this state

Colleges and universities to have written policy prohibiting hazing

578.365. Each educational institution in this state shall adopt a written policy prohibiting hazing by any organization operating under the sanction of the institution.

578.365. Hazing—consent not a defense—penalties.

1. A person commits the crime of hazing if he knowingly participates in or causes hazing, as it is defined in section 578.360.
2. Hazing is a class A misdemeanor, unless the act creates a substantial risk to the life of the student or prospective member, in which case it is a class C felony.
3. Nothing in sections 578.360 to 578.365 shall be interpreted as creating a new private cause of action against any educational institution.
4. Consent is not a defense to hazing. Section 565.080 does not apply to hazing cases or to homicide cases arising out of hazing activity.

#### Northwest Missouri State University Policy on Hazing

In addition to Missouri State Law, Northwest Missouri State University also has accepted and recognizes the definition of hazing by the Fraternity Executive Association as any intentional action taken or situation created, whether on or off University premises, that produces mental or physical discomfort, embarrassment, harassment, or ridicule. This includes, but is not limited to: paddling in any form, creation of excessive fatigue, physical or psychological shocks, wearing apparel in public stunts and buffoonery, morally degrading or humiliating games and activities, involuntary labor, or any activity not consistent with Northwest Missouri State University and the Student Conduct Code.

The express implied consent of the victim will not be a defense. Apathy or acquiescence in the presence of hazing are not neutral acts and may be considered violations of this policy.

Hazing of individuals as members or perspective members of any campus entity shall not be tolerated. Campus entities include any group of persons operating under the name Northwest Missouri State University as employees, students, alumni, friends, or other association. They include, but are not limited to, residence hall living groups, athletic teams, fraternal Greek organizations, honorary societies, performing arts groups and recognized campus organizations.

Northwest Missouri State University will investigate any incident in which a charge of hazing has been made. Investigations will be conducted by University Police and, if warranted, will be forwarded to the university's judicial process. University recognition may be temporarily withdrawn pending hearings and due process procedures.

Should it be determined that a student organization or any of its members is guilty of hazing as previously defined, university sanctions may include but are not limited to:

- 1) Automatic and indefinite suspension of campus recognition with an accompanying loss of all campus privileges, (i.e. use of facilities, student services, etc.)
- 2) Disciplinary action against those members involved in the incident(s) including suspension or expulsion from the University.

#### Implementation:

Each organization president, or equivalent officer, is required to read the University's Policy on Hazing at the first regular meeting that he/she presides after taking office. Each organization advisor, or equivalent, is required to also sign the policy indicating that the policy has been read and shared with their respective group.

All entity groups are required to sign this policy. Failure to compile will result in forfeiture in recognition by Northwest Missouri State University. Signed policies will be filed with Division of Student Affairs.

## **V. FIRE SAFETY**

- a. All chapter houses should meet all local fire and health codes and standards.
- b. All chapters should post by common phones and at any entrance/exits emergency phone numbers for the police, fire, and ambulance along with evacuation routes on the back of the door of each sleeping room.
  1. **911**
  2. **Maryville Fire Department:** (660) 562-3209
  3. **Maryville Police Station:** (660) 562-3209
  4. **Nodaway County Sheriff's Office:** (660) 582-7451
  5. **Nodaway County Ambulance :** (660) 582-3311
  6. **St. Francis Hospital:** (660) 562-2600
- c. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
- d. The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house is prohibited.
- e. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as ritual ceremonies.
- f. When holding an event, capacity laws should be enforced at all times to prevent possible fire hazards.
- g. When holding an event on chapter premises, the chapter's executive board, social chairs, chapter members, and event guests are to know where fire exits are located and must have knowledge of proper evacuation procedures. All door monitors must have knowledge of evacuation procedures prior to any event. A diagram of evacuation routes must be turned into the Office of Campus Activities to prove the chapter's awareness of the procedure. Diagrams should also be posted near all entrance/exit areas.
- h. Every fraternity is to keep a record of their certificate of insurance in the Office of Campus Activities.

## **VI. VANDALISM**

- A. Any illegal activities, inappropriate behavior or vandalism shall be cause for disciplinary action at the discretion of Campus Safety, the University, and the University and/or respective council Judicial Board.
- B. Acts of vandalism can result in criminal actions being placed on the individuals or chapters involved.

## **VII. SEXUAL ABUSE AND HARASSMENT**

It is the policy of the University to comply with Title IX of the Education Amendments of 1972 and its implementing regulations, which prohibit discrimination based on sex

in the University's educational programs and activities. Title IX and its implementing regulations also prohibit retaliation for asserting claims of sex discrimination. For more information regarding Title IX please visit <http://www.nwmissouri.edu/facts/titleix.htm>.

## VIII. EDUCATION

- A. All Greek chapters are to educate members on this policy no later than September 30<sup>th</sup> of the Fall semester. To verify that all members of the Greek community have viewed and understand this policy, chapters must obtain the signatures of all chapter members after reading this document. A form will be provided by the Office of Campus Activities and is due no later than September 30<sup>th</sup> for the Fall semester and February 15 for the Spring semester.
- B. Any chapter in violation of these policies will be subject to an investigation and potential sanctions.
  1. Each judicial case will be handled on a case by case basis. Therefore, once the Greek advisor has been notified of a potential violation the following will occur:
    - a. The chapter president will be notified and asked to meet with the Greek advisor to present their side of the story.
    - b. The chapter president will be asked to contact their advisor and national headquarters before the Greek advisor contacts them.
    - c. The Greek advisor will conduct an investigation in a timely manner.
    - d. Once the investigation is complete, the Greek advisor will ask the chapter president to meet with them again and update them on where the situation is. At that time, the following can occur:
      - i. The chapter takes responsibilities for their actions, admits any wrongdoings and creates a plan of self-imposed sanctions that are to be agreed upon by the governing council, the council advisor and the Greek advisor. That plan will then be followed up on and enforced by the governing council.
      - ii. The chapter does not admit any wrongdoing and has the opportunity to plead their case through mediation or a judicial board hearing and those policies and procedures are then followed and enforced.
        1. If three or more chapters from one council are involved in the alleged violation, the Greek advisor has the opportunity to use trained judicial board members from each of the councils and create a one-time Greek judicial board to hear the case.
      - iii. The Greek advisor will impose sanctions that can include but are not limited to educational enrichment, notification of chapter advisors, advisory board, district or national headquarters, social suspension, fines distributed by our office or loss of student organization recognition.